

LINK

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U.S. Navy Enlisted Personnel Distribution Professional Bulletin January-March 1998, Vol.1/98



Chief of Naval Personnel VADM D.T. Oliver

Advancement, retention in today's all-professional force

Congratulations to those Sailors who advanced as a result of the September 1997 advancement exam. Navy-wide advancement opportunity improved in paygrades E4 to E6 during this most recent exam cycle and FY99 projections show improvement for E7 to E9 advancement opportunity. I continue to encourage junior Sailors in overmanned ratings to consider careers in undermanned ratings that have significantly higher advancement opportunity. Results from the September exam prove this point. For example, 67 percent of the competitive categories on the September E-4 exam advanced at a greater than average Navy opportunity and 38 ratings advanced 100 percent of those eligible. For those who took the exam and didn't advance this cycle, don't despair. Advancement opportunity is expected to continue improving as we conclude the drawdown and approach higher, steady-state advancement opportunity levels. Improving long-term advancement opportunity remains a top priority at BUPERS.

On a different note, our Navy today faces far different challenges than it did just a decade ago, before the end of the Cold War. In many respects, today's challenges are more difficult to meet. Perhaps the biggest challenge is internal, and it involves retaining the best and brightest Sailors in our Navy. Retention has become absolutely vital as our Navy concludes the drawdown and reaches steady state. Sailors in the fleet can help us meet this challenge. In Washington, we continue to work to make personnel policies that take care of our Sailors and their careers, but this is only half the battle. The other half of the battle involves getting leadership involved at all levels — to get the word out to our best Sailors that the Navy still offers the same challenging, exciting, and rewarding career opportunities it always has, regardless of the world political climate. The bottom line: there is no better time to stay Navy! Our Navy and our nation need talented Sailors as much as ever. The Navy is, and will continue to be, a very satisfying career — one in which you can take great pride.

I plan to carry this message to Congress this Spring to ensure we have the tools available to continue to take care of Sailors and make their careers as rewarding as possible.

FY98 quality of life enhancements, improved advancement opportunity, and fully funding our personnel accounts (written about in the last issue of *Link*), are just a few examples of the culture change ongoing in the Navy personnel business. We are committed to treating our world-class Sailors like professionals. That's why today's Navy could be called the all-professional force, instead of the all-volunteer force. "All-professional" more accurately describes the highly-trained, highly-skilled, and highly-motivated Sailors found throughout our One Navy Force (active duty and Reserves). Our professional Sailors are the owner-operators of our Navy and the reason why today's United States Navy is the best the world has ever known.

I hope 1998 proves to be a personally and professionally rewarding year for you, your family, and the United States Navy.



LINK

Volume 1/98

January - March 1998

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Link (ISN 1045-439X) is the professional bulletin of Navy enlisted personnel. Its mission is to provide all Navy enlisted personnel information regarding key personnel policy changes, career management, reassignment trends, and retention matters. This publication is approved for official dissemination of professional information of interest to the Department of Defense community and to appropriate professional-related communities at large. *Link's* telephone number is DSN 223-3079, commercial (703) 693-3079; or fax DSN 224-3380, commercial (703) 614-3380. Our e-mail address is: p451e1@bupers.navy.mil

Reference to regulations, orders, and directives is for information only and does not by publication herein constitute authority of action. Distribution is by Standard Navy Distribution List (SNDL), one copy for every five enlisted personnel assigned. The *Link* office is located in room 3056, Federal Building #2, Navy Annex, Washington, DC 20370. *Link* is published quarterly by the Assistant Chief of Naval Personnel for Distribution (PERS-4), Bureau of Naval Personnel, Washington, DC 20370-5461. Periodical postage paid at Washington DC and additional mailing offices.

Postmaster, send address changes to:

Link PERS-451E1

Bureau of Naval Personnel

2 Navy Annex

Washington DC 20370-5461.

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Activities not listed in the SNDL should coordinate distribution with their parent commands.

Mail forms to:

Bureau of Naval Personnel

Editor, *Link*

PERS-451E1

2 Navy Annex

Washington, DC 20370-5461

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Challenges and opportunities for 1998

BUPERS preparing for move to Millington

Frequently, the only difference between a challenge and an opportunity is your point of view. As we greet the new year, at least two challenges/opportunities on the horizon are worthy of note. BUPERS' impending move to Millington, TN and selecting enough recruiters to meet this year's accession goal promise to be significant events in 1998.

In a few short months BUPERS will be in the midst of its move to Millington. Our goal is to make this summer's transition as seamless as possible. We are taking numerous measures to overcome the challenges inherent in moving a major command. Our plans include moving not only our personnel and their household goods, but all of our equipment and records as well. In addition, we have devised a plan to transfer our personnel in such a manner as to avoid any interruption of service to the fleet.

Under Base Realignment and Closure legislation passed in July 1993, BUPERS will become Navy Personnel Command after the move to Millington. Your detailers and their support personnel comprise the bulk of that move. Other BUPERS functions and personnel, about 220 people total, will remain in the Washington area. As you can well imagine, moving a command of approximately 1,700 people is a major undertaking.

Beginning in March, a BUPERS lead team will transfer to Tennessee to begin setting up shop in our new location. Since a number of your detailers' PRDs fall during the transition phase, many of their reliefs will be reporting directly to Millington in March. This group will be busy verifying that all systems are functioning properly and begin making the first preparations for the arrival of the "main body" in June and July.

How the actual move affects each rating will vary. Once again, our goal is no interruption of detailing services during the transition. For some of the larger ratings, a number of the detailers will remain in DC while the rest begin setting up shop in Millington. Smaller ratings may have detailers from similar ratings assigned to provide customer service during the transition. The bottom line is that the phones will be answered until it's time to "turn out the lights" here and transfer operations to Millington. Information on precisely how the move will affect your particular rating can best be obtained through communication with your detailer.

Detailers and others here often stress the importance of early and frequent communication. Now, probably more than ever, is the time to follow through with that advice.

If you have not verified your microfiche recently, do so now. All microfiche records are being converted to optical disk for use with the new Electronic Military Personnel Records System (EMPRS) system. It is absolutely essential that you ensure the information is accurate and up-to-date, especially during this period of transition.

Recruiting billets

As we prepare to meet the challenges of our move to Millington, many of you are preparing for the challenge of a new and exciting type of duty. Many Sailors who called for orders in September, October, and November were offered recruiting, recruiting, or recruiting. This unusual push to put recruiters on the street this year should send the signal that the Navy is still hiring. We are always looking for motivated Sailors to be a part of the Navy's prestigious recruiting team.

The benefits of recruiting, professionally, personally, and financially, now make for an extremely rewarding tour of duty. The Navy is working hard to make a recruiting tour even more desirable to Sailors. Among the

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You are in good hands for the future

As my tenure as Master Chief Petty Officer of the Navy draws to a close, I reflect frequently on how fortunate I have been to serve for more than five years during a time of so much significant change. There is, of course, much change still ahead, but I am hopeful that the years ahead will not be as turbulent as the recent past and I am certain that our great Navy will continue strong and vigilant in the century ahead.

As I reflect on the past five years, the perspective I am most grateful for is that I began my tour as MCPON spending 80 to 90 percent of my time and energy working in response to negative issues, realities and perceptions, related to the anxieties being generated by unknowns of drawdown, BRAC, ESERB, RIFs, the homosexual issue, the aftermath of "Tailhook," the ramification of changes to combat exclusion laws and so on. This left little time and energy to work on more positive changes. Today there are still negative issues, some carry causes for anxiety, but they are greatly diminished and I am able to spend 80 percent of my time working on positive changes and things which will make our Navy better. This is the case for all our senior leadership and the results have been a steady flow of improvements: a new eval system which is ensuring that structured, productive counseling takes place regularly; a new continuum of leadership courses; many changes to pay and allowances (BAQ for E6 afloat, CONUS COLA, sea pay for tenders, etc.) and other entitlement improvements; and many, many more.

Twice a year the senior enlisted leadership Fleet, Force and CNO-Directed Command Master Chiefs gather to receive briefings and discuss a wide range of policies and programs. They listen carefully to the briefers and in turn the briefers are responsive to their questions and comments. Through this exchange, many great initiatives have come to pass and many great ones are now working.

Changes currently being enacted in Enlisted Warfare Qualifications will ensure the highest standards of professionalism. The Force Master Chiefs are working together to ensure that during these changes our qualification programs are not compromised and that the highest standards of excellence are met in every warfare program. For many years, Submarine warfare qualification has been required. It has proven to be very successful because submariners understand that earning their silver dolphins makes their ship better able to perform its mission and serve the Navy.

Perhaps the most productive and exciting aspect of these changes to the Enlisted Warfare Qualification programs is in the requirement to re-qualify (validate the qualification) in all subsequent assignments. This transforms the warfare qualification from a static device worn on the uniform to a dynamic and empowering process, which continually makes the Navy better. A Sailor who earned ESWS designation on a nuclear powered aircraft carrier who is later assigned to a sea tour on an Aegis cruiser will now undergo a modified warfare requalification process. Through this process the Sailor will learn the aspects of the new platform that are unique from those learned in the old platform. For example, the Sailor will learn about the propulsion system (gas turbine vice nuclear) and the ship's main battery (VLS instead of the embarked wing). However, the navigation, deck seamanship and supply functions, etc. are much the same and will require little (or perhaps no) review. In short, this will ensure every Sailor who is or aspires to be a senior enlisted leader will be fully prepared in every aspect to make the command more mission capable.

Volunteer Education programs are continuing to grow as Sailors understand and more fully appreciate the value of higher education and the increased availability of learning resources. Even though the EEAP program is being phased out, we can now ensure Tuition Assistance and Programs for Afloat Colleges are adequately resourced. All deploying units, including aviation squadrons, will now have computer delivered PACE programs ensuring that every Sailor has the potential to earn an associate degree over a reasonable period of time rather than the small number who previously benefited from EEAP.

In the recently completed Fall panel, we also had the opportunity to host two very special guests. Chief

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RADM Maslowski – continued from page 4

benefits recruiters enjoy are:

- Special duty assignment pay of \$375 per month.
- An initial clothing allowance of \$300.
- Navy-issued lap top computers.
- Partial sea duty credit depending on recruiting area. For example, 24 months sea duty credit for those assigned to New York City; 18 months sea duty credit for Buffalo, Chicago, Philadelphia, and Pittsburgh; 12 months credit if assigned to Columbus, Indianapolis, Minneapolis, New England, and Omaha.
- Possible participation in a CPO Special Recruiting Selection Board. Fleet and force master chiefs convene this board to select eligible first class petty officers from the recruiting force for advancement to E7. If you are a board-eligible E6 who was not selected for advancement, this could be another opportunity for promotion.
- Opportunity to earn several personal awards.
- Overseas assignments to Puerto Rico, Guam, or the Virgin Islands. Limited assignments are also available in London and Frankfurt.
- Eligible for commuted rations.

Recruiting duty is available to Sailors in paygrades E5 through E8. After five weeks of formal training in Pensacola, FL, you will be assigned to one of the Navy's 31 recruiting districts. If after six months you demonstrate exceptional recruiting skills, you are then eligible to apply to the career recruiting force (CRF).

Becoming a member of the Navy's elite recruiting force is good for you and the Navy. This a unique opportunity for you to assist in shaping the Navy of tomorrow by helping recruit your future shipmates. Contact your detailer today about an assignment to this special program.

Our Navy is great because of our ability to overcome challenges and maximize opportunities. As we confront the challenges of forging tomorrow's Navy, bear in mind that we recognize the key to our nation's defense rests in your hands. Whether we are striving to make the move to Millington seamless or offering incentives to those chosen for recruiting duty, our goal is to ensure a quality force and a quality lifestyle for those who serve.

MCPON – continued from page 5

Alvin Kernan, a professor at Princeton, and Chief Odell Williams, a resident of the Navy Home in Gulfport, Mississippi, were both onboard USS Enterprise a few hundred miles off the coast of Hawaii when the Japanese attacked Pearl Harbor. They shared their unique Navy experiences giving each of us a greater understanding of our proud Naval Heritage. Kernan wrote of his experiences in the book Crossing The Line. While Kernan returned to pursue his education at the end of the war, Williams remained on active duty until his retirement in 1956. He shared his experiences as a black Chief at a time when segregation was the rule supported by law. Chief Williams presence gave us all a greater appreciation for our heritage, the Naval Home and for Navy's current minority and equal opportunity issues.

I am confident these panels will continue to foster improvements which will serve Sailors well into the future and that MMCM(SS/SW/AW) Jim Herdt will continue to make the best use of them. He has great ideas, a tremendous variety of experiences, and superb energy and personal standards. With Master Chief Herdt as the MCPON and the current tremendously talented and dedicated senior enlisted leadership it will continue to be "*Full Speed Ahead*" for our great Navy!

Special Programs

LCACs – We need you

I am GSEC (SW) Luther. I've just reported on board PERS-409 as the new LCAC program detailer relieving FCC(SW) Peterson. Having just left ACU-4 as a craft engineer, I will be the first detailer here to have prior LCAC operational experience. Undoubtedly it will help everyone in the LCAC program to have one of our own up here at BUPERS, so feel free to call me whenever you need assistance.

Getting down to business, for all non-LCACers and wanna-be's out there we need you to volunteer for LCAC duty. There are plenty of openings on this elite team. Screening and training for this demanding program is one of the toughest in the fleet, but if you have the desire, we've got a home for you. During overseas

deployments, LCAC Sailors are eligible for all warfare qualifications and advanced watchstanding qualifications. ACU-4 offers St. Leo College courses right on the compound. ACU-5's advanced education opportunities abound with the USMC campus at Camp Pendleton. If you are attached to one of our units as a maintenance technician (GSE, GSM, HT or EN), shore or sea, you are already a prime candidate for this program. You know the duty is good, so now is your chance to move up to a crew position. Stick around and give it a shot.

The LCAC engineer and craftmaster positions have been expanded on a trial basis to include HT, EN, and MMs.

If your PRD is within the nine month detailing window, give me a call so I can explain more of the benefits of this exciting and challenging program.

*GSEC(SW) D. Luther
LCAC Detailer Surface New Construction
PERS-409CD4*

Recruiting duty assignment – The process

My name is PN2(AW) Tan and I just relieved PNC(SW) Mendoza as the E5 recruiting detailer. I've been onboard for over six months and I have noticed there are many questions that I am asked repeatedly. It's hard to get a hold of me on the phone because I have to answer these questions repeatedly. Many questions can be answered by your command career counselor or by reading the Enlisted Transfer Manual. In order to save us all time, I'd like to answer some of the most frequently asked questions.

Q: How can I get released for recruiting duty?

A: Contact your rating detailer. Your detailer must release you for recruiting duty prior to any negotiations with us.

Q: I want to go to a specific city, can I negotiate this with the recruiter detailer?

A: When you contact us please have a choice of three Navy Recruiting Districts (NRD) where you want to go to. You can find a list of all

NRDs in Chapter 11 of the ENLTRANSMAN. We do not negotiate for specific cities or stations, only NRDs. Your final assignment within the NRD is made by the chief recruiter (this is explained further in this article).

Q: What's the next step after nomination and release to recruiting duty?

A: Consult with your career counselor and submit your screening response message by following the format as outlined in Chapter 11, fig. 11-d of the ENLTRANSMAN.

Q: What's included in the screening?

A: The following sections of the screening are frequently sent to us with either incomplete or incorrect information. This delays the order writing process for us all, so I'll go over them in detail.

Evals for the last three years. Please list the eval marks block by block.

If you are not within the current Navy height to weight standards, make sure that your body fat percent-

age is included.

If you are not a dental class I or II, include an estimated date when you anticipate attaining dental class II.

The most recent DAPA screen date must be placed in this block. Any alcohol related incidents must be documented.

If you have a medical condition, please list any treatment you are undergoing and when you will be fit for recruiting duty, if it is of a temporary nature. Medical Officer should make his recommendation.

Last complete physical exam date must documented here based on a medical record review.

If you are not financially suitable, a separate financial screening document must be sent for further review.

List the top three choices of NRDs.

Commanding officer's comments must include waiver recommendations, if desired, for all items for which you don't meet the requirements listed in the

Career opportunities as a Navy leadership continuum instructor

The old NAVLEAD course was replaced with the new Leadership Continuum course a couple of years ago. The new leadership course has made a dramatic impact on our future Navy leaders and will continue to do so in the future.

The continuum provides Sailors with the necessary skills to make a difference in their commands, empowering Sailors to take ownership of their decisions. As a continuum instructor (NEC 9518) you will have a rare opportunity to directly influence students attending the course.

Continuum instructor training is taught in Little Creek, VA, and lasts seven weeks. If you are a sharp E6 or

above and want to make a difference in the direction of naval leadership, contact your rating detailer and ask to be released to shore special programs to be a part of this highly professional team.

Screening requirements are outlined in Chapter 9 of the Enlisted Transfer Manual. For further information contact your Career Counselor or FCC (SW) Wyatt, PERS 4010D1 at DSN 223-1907.

*FCC (SW) Randy Wyatt
CAAC, NAVLEAD, EOA Detailer
PERS-4010D1*

Recruiting – cont. from page 7

ENLTRANSMAN. Any waiver requests must include specific details of what you want waived and justification supporting the waiver. Please do not put vague entries like “member had NJP of 96MAR15” without any explanation. It is hard to make a review without detailed facts. Be ready to provide documentation.

Q: How will the detailer get in touch with the command if there is a problem with the screening?

A: We will respond via message or by calling the POC listed in your screening message if one is included.

Q: When will I receive my orders?

A: Once your screening is received and reviewed, please allow

for processing time. It takes anywhere from one to three weeks before you see your orders. Please be patient.

Q: When will I find out which station (city) I will be ordered to within the NRD.

A: As soon as you receive your orders, you will be instructed to contact the chief recruiter of the NRD. Make sure you call them and negotiate with them for the city or station where you prefer to go PRIOR to detaching your current command.

Q: How long is recruiter school?

A: Five weeks. The school is located in Pensacola, FL. En route leave is normally taken after graduation from recruiting orientation school.

Q: What is the best way to get in touch with the recruiter detailer?

A: Use e-mail to communicate with us. Depending on the amount of e-mail traffic I receive (currently a little over 100 a day), I will answer your questions as soon as I can.

Remember to talk to your career counselor. Most of the questions you have are answered in Chapter 11 of the ENLTRANSMAN. Keep old copies of the *Link* magazine as they will provide you with a lot of information regarding your next PCS assignment.

*BMC(SW) Kenneth Edwards
PN2(AW) Teddy Tan
Recruiter Detailers
PERS-4010C1/C2*

Joint TAD contingency opportunities

Interested in an assignment that is proven to be both rewarding and a great professional learning experience? Here is an opportunity to participate in and contribute to real world operations.

PERS-N123C is charged with coordinating TAD support for joint operations around the world. TAD assignments are 120 to 179 days in length and require

your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. If the timing is such, we can work with your detailers to make the TAD assignment an interim stop on your next set of PCS orders. Tax free income, other special pays, and special recognition are often part of these assignments.

If you are on shore duty or neutral duty, provisions can be made to adjust your PRD in accordance with the

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What is brig duty?

I am GMG1(SW/SCW) Cordero the new brig, CCU, NACIC, women in the Navy ashore (NEC 9999), and SERE instructor detailer.

Brig duty is an extremely challenging and rewarding tour. Yes, there are plenty of female billets at the brigs and usually these are the hardest to fill. We have brigs across the United States and a few overseas.

In CONUS we have brigs in San Diego, Puget Sound, WA; New London, CT; Norfolk, Quantico, VA; Charleston, SC; Jacksonville, FL; Pensacola FL; and Memphis, TN.

Overseas brigs are in Hawaii, Guam, Japan, Puerto Rico, Cuba (sea duty credit), and Spain. Billets are available for paygrades E4 through E9.

If you have an outstanding personnel record and

desire a career enhancing billet, contact your detailer and volunteer for a special programs assignment.

For more information about brig duty, CCU, NACIC, women in the Navy ashore, and SERE instructor contact me at (703) 693-1322 or DSN 223-1322. You may also contact me by sending e-mail to p4010D2@bupers.navy.mil.

*GMG1(SW/SCW) Richard Cordero
Brig, CCU, NACIC, Women in the Navy Ashore Detailer
PERS-4010D2*

*GMG1(SW/SCW) Cordero
Brigs/CCU/NACIC/Women in the Navy/SERE
InstructorDetailer
PERS-4010D2*

See the world with physical security duty

The physical security (law enforcement) detailers have many rewarding overseas billets available for you overseas. The physical security program gives you and your family the rewarding opportunity to live and travel overseas.

The following overseas locations are classified as sea duty for rotation (type 3) and are available for accompanied tours: Sigonella, Gaeta, and Naples Italy, La Maddalena Sardinia, Guantanamo Bay Cuba, Guam, and Iceland.

The following great locations

also count as sea duty for rotation, but are unaccompanied tours: Diego Garcia, Bahrain, and Souda Bay Crete. You can start, complete or continue your prescribed sea tour at any of the above overseas locations.

We also have shore duty billets available stateside and overseas in: Rota Spain, Puerto Rico, Hawaii, and Japan. Please call us for availability.

If you have what it takes and are ready to have additional quality training (NEC 9545) – volunteer for physical security/law enforcement duty.

The requirements are outlined in the ENLTRANSMAN Chapter 9.07. See your command career counselor or call the physical security detailers for more information.

*PNC(SW) Danny Mendoza
Pers 4010E
YN2(SW) Demetric Felton
Pers 4010E1
Physical Security Detailers*

Special programs detailer for hire

Are you a YN2 or PN2 ready for shore duty? Are you warfare qualified? Are you looking for a challenge? Are you willing to move to Memphis, TN?

If you can answer 'yes' to all of these questions, then special programs is the place for you. We are looking for a hard charging, quality Sailor to be the assistant PEP/NATO/Joint detailer. Only one will be hired, so get your request in now. This can be one of the most rewarding and memorable experiences of your career. Shore duty

working hours allow you time to spend with your family and gives you the opportunity to work on your college education. Tennessee has a moderate cost of living and many spouses can find full or part-time employment.

Assignment as a detailer requires special screening. Your career counselor can assist you with the screening requirements. If you want to find out more information, contact your rating assignment detailer or special programs (PERS-4010G) at DSN 223-1899 or commercial (703) 693-1899.

*YNC(SW/AW) Kenny Williams
PEP/NATO/Joint Detailer
PERS-4010G*

Looking for a challenge? Try the DC area

Now is the time for you to be considering where you want to spend your next shore tour. If you're looking for a new challenge and a demanding job, then Washington, DC is the place for you.

The opportunity to serve the Navy in our nation's capital can be one of the most rewarding and memorable experiences of your career.

More shore billets are in the Washington, DC area than any other locality, creating a continuing requirement for top activities. Some of the activities are: The White House Military Office, Secretary of Defense, Joint Chiefs of Staff, Secretary of the Navy, Chief of Naval Operations, Washington Headquarters Services, Defense Intelligence Agency, On-Site

Inspection Agency, and many more.

We are looking for hard charging, top-notch Sailors to volunteer for Washington, DC assignments.

Ratings supporting this incredible opportunity are: YN and PN in all paygrades, RM, ET, CTA, CTM, CE, BU, UT, PH, JO, OS, IS, and SK. Opportunities exist in other ratings when available.

Contact your rating detailer when you're within nine months of your PRD. If a billet is available, ask to be released to PERS-4010F for placement in the district. After you are released, contact PERS-4010F to discuss screening and assignments.

Any assignment in the Washington, DC area requires a flag allowance (staff) screening in accordance with Chapter 9.60 of the

ENLTRANSMAN. Assignments to the White House or any presidential support duty requires a more complex screening not specified in the ENLTRANSMAN.

If you're interested in one of the bigger challenges the Navy has to offer and would like more information about what's available to you, contact the Washington placement detailer at DSN 223-1902 or 1903.

*PNC(AW) Kevin McHugh
YN1(SS) Felix Rivera
Major Washington Staffs
PERS-4010F/4010F1*

“A” Schools — Opportunities for your future

So, you graduated from boot camp and went straight to the fleet. Now you are learning what it means to be a non-designated seaman, airman, or fireman. You are working hard, doing a good job, and you're starting to think about the rest of your career in the Navy. Now is when you have the opportunity to do some OJT, talk to the rated Sailors at your command, and your career counselor, study and complete some courses. It's time to learn about the career fields in the Navy.

When you get a feel for what kinds of jobs interest you and what you are good at, it is time to talk to your career counselor about class “A” school. Thousands of fleet Sailors attend “A” schools every year to get the training they need and to enter a rating.

For some ratings, “A” school is the only way in. “A” schools provide a great opportunity to reach your full potential for advancement and professional development. Through the SOCNAV program, they may also offer credit towards your college degree.

How do you go about getting an “A” school? First, talk to your career counselor. He or she is an invaluable

resource in determining what you qualify for, which ratings offer the best opportunities for advancement, and in getting your request submitted.

If you are already designated and want the formal training “A” schools offer, send your request to PERS-4010S. If we have enough quotas, you may still be able to attend, but non-designated Sailors receive first priority. If you want to change ratings via “A” school, different procedures apply. You need to submit a conversion package to PERS-815/255.

A few notes for career counselors...

Quota availability for particular “A” schools fluctuates daily. Smaller communities begin with fewer quotas and very popular ones fill first. CREO 1 ratings usually tend to be available (as well as most career-enhancing). However, almost all of the schools have quotas available as I write this article. Please encourage Sailors to include two alternate choices in their requests.

We receive numerous incomplete “A” school requests. Please check TRANSMAN Ch. 7.07 for basic requirements (e.g., ASVAB scores) and special documentation needed for particular ratings.

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'New' new construction

The Navy's building program is alive and well.

Ships typically begin manning 12 months before expected delivery date. Carriers start crew manning two years from expected delivery date, but the first year of manning is for administration and nuclear engineers. Ship's company arrives later in the construction cycle in staggered phases. The early phases are for senior enlisted and technicians.

Construction information is on the World Wide Web. Go to

www.navsea.navy.mil/foia/index.html. Click on "Other Access Procedures" and once the menu is activated to "Quarterly Progress Report."

The NAVSEA Quarterly Progress Report gives information on every ship being built for the Navy. Homeport information is not given. Homeports for new construction ships are not official until announced by CNO via message.

Currently the Navy is building Arleigh Burke (DDG 51) class

destroyers. Billets for the Oscar Austin (DDG 79) will be on line this spring. Oscar Austin is the first to be built with a helo hangar.

Delivery of Pearl Harbor (LSD 52), Bridge (AOE 10) and Shrike (MHC 62) between February 1998 and October 1998 mark the end of each respective class. San Antonio (LPD 17) and Iwo Jima (LHD 7) will begin manning in early 1999.

Contact your detailer or PERS-409 for more information.

*OSC(SW) Richard Cass
Sr. New Construction Detailer
PERS-409CD*

Enlisted to officer accessions programs

Congratulations to all the Seaman to Admiral Program selectees. Once you have completed your physical and are fully qualified for school you will receive your orders.

The Naval Academy program deadline is 31 January 1998. Get with your career counselors and submit your packages if a commission is in your sights. If you have any other questions regarding commission programs give me a call at DSN 224-8093 or commercial (703)614-8093.

*YN1(SW) Jason Statser
Enlisted to Officer Program Detailer
PERS-4010K*

Schools – cont. from page 10

Please review the qualifications listed in Ch. 7.17 (the latest CD ROM contains some updates) and the ASVAB waiver limits in Ch 7.16.

See OPNAVINST1514.1B for requirements for the JOBS program or MILPERSMAN 1440260 to assist Sailors who do not meet the

ASVAB criteria.

Please review the OBLISERV requirements with the Sailor before submitting the request.

Note that requests must be submitted via NAVPERS 1306/7 unless the Sailor is within 12 months of EAOS, then the "A" school/reenlistment request needs to be submitted via ENCORE.

Please note the "A" school

request/NWAE restriction specified in MILPERSMAN 2230220.

We are counting on you to help us get Sailors into "A" schools. Please call or e-mail us if you have special cases or any questions (numbers and addresses in the detailer directory in the back of *Link*).

*LT Veronica M. Robertson
PERS-4010S*

Joint, TAD – cont. from page 8

Enlisted Transfer Manual to compensate you for the TAD period. We currently support assignments to Operations Joint Guard in Europe and Southern Watch in Saudi Arabia. The following rates/special skills are sought: YNs, PNs, OSs, ISs (especially NECs 3922, 3923, and 3924), RMs, SKs, DPs, DSs (especially NECs 2720 and 2776), JOs, PHs, MSs, JDISS operators, and JMCIS operators. Paygrade requirements range from E4 to E8 and are assignment dependent. We also have positions requiring individuals who are fluent in Arabic and Serbo Croatian. New assignments become available monthly and are assigned 60 to 120

days prior to the report date.

For more information please contact CDR Terrell or LT Mulligan at DSN 225-3748/ 224-1012, or commercial (703) 695-3748/ (703) 614-1012. You may fax to us at DSN 224-2609, commercial (703) 614-2609 or e-mail us at: p451g1@bupers.navy.mil.

When communicating with us include your name, SSN, rate, NEC, command, DSN and commercial phone numbers and e-mail address (home or work) if you have one, any special qualifications that you have (i.e., languages, etc.) and the time period you will be available.

Seabees

From the branch head

Quick shots

We still don't know exactly when we will get JASS (Job Advertisement and Placement System), but BUPERS is still on track to provide this new way of detailing to every enlisted detailing branch.

JASS will allow your command career counselor to pull up the same list of requisitions that the detailers will use in making upcoming assignments. You can "tag" up to five choices and then your detailer will have to decide who will get what. Hopefully, implementation of this system will allow you to make more informed choices and allow us to more efficiently utilize the Navy's manpower resources.

The Seabee community is healthy. The number of

Seabees is closely aligned with the valid billets that we have to fill. Although we have been going through fairly significant reductions in the past few years, we are expecting things to level off in the future. Bottom line is things are good and getting better.

The March exam cycle is just around the corner. I know that I don't have to tell you that advancement opportunity will be competitive again. However, I do want to remind you that if you do a good job and study, you will advance through the ranks to at least PO1. Additionally, if you want to wear khaki one day, the formula is the same, except you must do a good job in tough assignments. Keep your head up, keep charging and you will get ahead.

Have a safe Seabee day!

*LCDR Mason Crum
Branch Head
PERS-401*

What's happening in the Seabee community?

Hello Seabees. I am your assistant enlisted community manager. I look forward to providing you with the best possible enlisted community management services.

The Navy's right-sizing effort is almost complete. For the first time in recent history, the size of the Navy should be stable for the future. This holds true for the Seabees as well.

Our participation in the FY98 Temporary Early Retirement Authority (TERA) program was limited (16 of 35 requests were approved). Seabee eligibility was focused on, but

not limited to overmanned ratings. We are currently developing our requirements for FY99 TERA and we anticipate that they will be very close to last year's. The Seabee community is healthy and the inventory of Seabees is closely aligned with the billet requirement. We need to keep every good Seabee to support our current billet file.

Last year, first-termers in the CE, EA, SW, and UT ratings maintained at CREO 2, while CM and BU continue at CREO 1 and 3, respectively. The goal of community management is to maintain all rates at the desired manning level (CREO 2). Desired manning levels coupled with a stable force provides for good, steady, and competitive advancement. CM and EA first-termers and SW first and second termers are now

eligible for a Selective Reenlistment Bonus (SRB).

While advancement is competitive at every level, please remember that good performers are advanced. Don't get discouraged, keep charging and you will be rewarded.

In closing, I would like to say that I am honored to be allowed to represent and serve the Seabees here at BUPERS. If I can be of any assistance to you, please do not hesitate to call.

*EACS(SCW) H. Lux
Assistant Enlisted Community
Manager
PERS-221R1*

Fleet balance requirements

One term often quoted by detailers and misunderstood by their constituents is “fleet balance.” Many of you have probably heard, “I need to send you there because it is dictated by fleet balance.”

In rather simple terms, there is a computer program we use at BUPERS that tracks distribution of personnel between the four Manning Control Authorities (MCA): LANT, PAC, BUPERS, and COMNAVRESFOR. This program provides us with a picture of how evenly distributed each rating

(grouped by E1-E4, E5-E6, and E7-E9) will be in nine months.

Ultimately, we would like to see equal distribution of sea and shore duty billets. However, that's commonly not the case. When we have one MCA that is at least 5 percent deficient, we must take action to correct the deficiency. Under these circumstances, it is justifiable for us to PCS personnel cross-country even though there may be a valid billet much closer. For Seabees, this goes a bit further. As you've read in previous articles, our primary concern is

manning of battalions. The detailers work very hard to ensure that every battalion is comparably manned across all ratings. This is the most equitable way that we can do business.

The bottom line is that it is sometimes necessary to send personnel where they may not prefer to go. In these cases, the needs of the Navy and the NCF outweigh the service members' desires. Please keep in mind that your detailers have a number of distribution rules to follow and fleet balance is vital.

LT Rick Taylor
Seabee Rating Assignment Officer
PERS-401C

New UCT chief petty officers – Stay in touch

I cannot stress enough how important it is for you to contact me well before your projected rotation date (PRD). As chief petty officers, you should contact me as early as 12 months out to discuss your next assignment.

Obviously, there are many benefits to early contact. Knowing your preferences early permits the detailer to resolve the intricacy of your transfer and move on to assign others.

Additionally, the earlier an assignment is made the greater the possibility a contact relief can be achieved.

Beyond the benefits to your command and the Navy, early contact also allows me to better meet the needs of you and your family. Every detailer faces the difficult task of uprooting their a and moving them to new, often unfamiliar geographic locations. We know the countless details that must be addressed. We've been there.

That's why I work especially hard toward verbally committing to your next set of orders 10-12 months prior to your PRD and writing them 9-10 months out, whenever possible. While all that time may not be necessary if you are just moving “across the street,” neither you nor I will know how much time is needed until we talk and the assignment is confirmed. I want to ensure that you have every opportunity to participate in the assignment decision without jeopardizing our ability to provide your current and next command with a qualified contact relief.

Quite often I am asked by NMCB chiefs about the

chances of transferring early i.e., being non-deployable. Often the answer to this question lies within your command.

Command readiness not only means having the right equipment but also having the correct number of personnel, this is especially true for chief petty officers. When it's time to transfer, the “system” will identify your billet for the detailer to fill. However, when you request to transfer early, you are shortening the window for me to identify your relief.

If you are on sea duty, it is nearly impossible for me to roll you early to shore if I can't identify a contact relief. Many times I struggle to get a contact relief onboard so you can transfer at your normal PRD without using my PRD window of up to four months past your PRD.

I receive many phone calls from Seabees who begin by saying, “Sorry to bother you.” I hear this repeatedly. If you have a question or concern about your career, don't hesitate to call. It never bothers me -- it's my job.

Have a Safe Seabee Day.

EOCS(SCW) David C. Cason
NCF CPO/UCT detailer
PERS-401CC1

Making LIMDU relatively painless

Recently we have experienced a few problems with commands and personnel not understanding limited duty.

Limited duty, commonly called LIMDU, is described in chapter 27 of the Enlisted Transfer Manual. By definition, it is the assignment of a member in a duty status following a medical board action. LIMDU is for a designated length of time, with medical limitations outlined by the medical board.

Now let's discuss the assignment portion of LIMDU. When you're assigned to LIMDU, an availability message is sent to BUPERS. That's when your detailer gets involved. The detailer can only assign you to a valid billet, i.e. detailers cannot create billets. If the medical care that you require is not available in the area where you are assigned, the detailer must move you to a valid billet near an appropriate medical treatment facility (MTF). We will do everything possible to ease the pain of these moves, but please understand that it may be necessary for you to move.

EPMAC (Code-42E/F) is responsible for providing detailers with the requisitions for LIMDU

personnel based on certain guidelines. Those guidelines include:

- Impact on readiness and mission of each command
- Assignment close to a MTF capable of providing care and re-evaluation
- Constraints of PCS funding required to move you and your family.
- Not more than 10 percent of a shore duty command's total manning should be comprised of LIMDU personnel.

When assigned in a LIMDU status, the member is responsible for adhering to medical advice, reporting for all follow-up care as required, complying with the procedures of the reevaluation process, ensuring a reevaluation appointment is scheduled no later than 60 days prior to expiration of the LIMDU period, and keeping the command LIMDU coordinator advised of any change in status.

Commands designate a LIMDU coordinator to track and monitor all assigned LIMDU personnel, and to ensure these personnel remain available to receive follow-up care and reevaluations.

When you near the end of a LIMDU period and your doctor says you can go back to full duty, the MTF/LIMDU coordinator will send BUPERS an availability message returning you to full duty ("fit for full duty"). When that message arrives, your detailer has only three days to get you under orders to the appropriate type of duty. Some advice to anyone on LIMDU: contact your detailer when you are told you will be returning to full duty so your status and desires are known.

If these procedures are followed, the system works quite well and your assignment to and from LIMDU should be relatively painless (no pun intended). If you have any further questions you should contact your command career counselor, your LIMDU coordinator, or your detailer.

*BUC (SCW) J.M.Austin
BU/SW/EA E6 and below Detailer
PERS-401CE*

CE, UT (E6 & below) – Move to Millington

As many of you Special Programs know, most of BUPERS is moving to Millington, TN. Under the current plan, your Seabee detailers will complete the relocation in July 1998.

How will this affect you? The BUPERS goal has always been to prevent interruption of service to the fleet, making this move as transparent to you as possible. Your Seabee detail office has been working hard to ensure we meet that goal while maintaining the "corporate knowledge".

The Seabee detailers are organized into four shops: Alpha, Bravo, and Charlie E6 and below, and Khaki, with two detailers per shop. One detailer from each shop will

relocate to Millington at various stages of the relocation. One detailer will relocate in March 1998, one in June 1998, and the other two in July 1998. Those detailers not relocating will transfer from BUPERS when the move is complete.

The four new detailers will report to Millington around April 1998. Upon arrival, they will attend numerous mandatory training classes and conduct a turnover with their predecessor (either the incumbent or relieving detailer will travel TAD for face-to-face turnover).

The relocation will yield improved computer hardware and software, which should help all detailers to perform their jobs more efficiently.

*CEC (SCW) James Milletary
CE/UT E6 and below Detailer
PERS-401CD1*

From the rating assignment officer

Reorganizing to serve you better

BUPERS will be making its move to Memphis soon. Once there we will incorporate new methods, equipment, tactics, and techniques to better to serve all of you.

We have a great plan online for the move to make sure that we will cover all of your detailing contingencies. The move should be transparent to all of you.

With the move to Memphis, we will consolidate all SEAL detailing to PERS-401D. After a huge team effort between BUPERS, BUMED, and COMNAVSPECWARCOM, PERS 407 will pass SEAL corpsmen detailing responsibilities to PERS-401D. We will have a 8491 SEAL corpsman assigned as a detailer to guide our corpsmen SEALs on their career opportunities. We look forward to serving our new customers.

Our fast boat drivers are now closed-looped and those SWCC personnel will stay in NSW for their naval

careers. We have gotten SERE billets online for SWCCs coming out of training and will get the rest of the force the opportunity to attend SERE training when you transfer. Our next pipeline goal is to get jump billets online for SWCCs in the future.

The dive community is in need of second class divers. We continue to fill DV2 schools seats as fast as possible. Our best recruiting tool is a diver and I know everyone is getting out and finding those motivated Sailors for the diving community. Keep up the good work.

For our diving senior enlisted; keep on top of your qualifications for master diver. We are working hard to get you to evals as soon as a seat comes up.

EOD and SEALs have new ways to use their unique skills through the VSWMCM Det. Billets are coming online and I encourage each of you to look at this challenging assignment.

Keep up the good work and keep your head down.

*LCDR Steve Grzeszczak
SEAL/SWCC/EOD/DIVER
Rating Assignment Officer
PERS-401D*

Divers – Come on in and stay awhile

I have a lot to say, so I'll just jump right in.

Second class divers are only 76 percent manned. While the training pipeline is currently full, it's slow and we are way short on DV2s at operational commands. Bottom line: prepare to do a couple of tours as a second class diver before putting in for first class diver school.

Any diver wanting to go BUD/S, EOD or any other special program must submit a NAVPERS 1221 to PERS-221M requesting revocation of your diving NEC prior to departing for training. If you retain your diving NEC, you will still count against diving manpower numbers but I can't assign you to diving commands. This compounds the diver shortage problem. Approvals for a transfer to a special program will only be granted upon completion of present tour or

your EAOS, whichever is longer.

The NEC 5345 (SCUBA diver) will no longer be granted to those transferring outside the diving community as a way of keeping your foot in the door during a three year hiatus from diving. If you get out of the community, you will get completely out so that we can clear our ledgers. Return requests will be handled on a case-by-case basis. Once we build up our numbers again, hopefully we can relax these measures a bit. Until then, don't even ask.

On the positive side, first and second class divers at certain UICs, including SDVTs 1&2, MDSUs 1&2 sea sides, all ARSs and overseas tenders now receive \$75 SDAP. So light my phone lines up with requests to go, before all the billets are gone.

BUPERS will be moving to Memphis next summer. I am slated to

move in the June-July time frame. Not to worry though because HTC Medonich will have all the answers to all your questions here in DC until I come online in Memphis. We are anticipating a seamless transition. If you have questions concerning schools, please contact our Schools Coordinator, BM1 Ward, directly. He works training pipeline issues every day, he is doing an excellent job and able to answer your questions better than the detailers.

The long hours and hard work you put in every day are not going unnoticed. Keep it up.

*BMCM(SW/MDV) Barry Burgess
Fleet Diver Detailer
PERS-401DC*

SEAL, EOD, Dive school coordinator

I'm BM1(DV) Ward, PERS-401D Schools Coordinator. Since taking over, I have noticed certain discrepancies that routinely occur in applicant's packages. To ensure the timely processing of requests, I'll discuss a few problem areas and how they can be corrected.

First, let's look at the process an applicant's package goes through. We compile an applicant's request IAW MILPERSMAN 1410380. If the package is deficient, we contact the applicant by mail.

Once complete, the package is routed to BUMED (if a medical waiver is required). The package is then routed to the respective rating detailer for release to PERS-401D.

Other required waivers are sent to the 401D rating assignment officer. A waiver is often required to move applicants earlier than their PRD. Applicants then can be written to fill

school quotas.

Now let's highlight some of those problem areas:

Signatures missing, both CO and the applicant's on the 1306/7. Tell your command if they can afford to allow a three month or greater gap in billet when signing the 1306/7, it will give your detailer more flexibility to release you to training.

Physicals. Packages have to be routed to BUMED if not signed by a diving medical officer (DMO), hyperbaric medical officer (HMO) or undersea medical officer (UMO). If one is available in your geographical area, take time to get his or her signature. This will save up to a month in processing, not to mention the unnecessary paper work. Check your Medical Form SF88; ensure blocks 1, 6, 44, 46, 48, 59, 64, 77, and 78-82 are filled in. Also make sure that dates on the SF88 and SF93 coincide.

Evals. An applicant's last three evals are required as part of the package. However, in an attempt to streamline the process, eval averages, if 3.6 or higher (old system), and 3.0 or higher (new system), may

be stated on the 1306/7, since the CO signs off on it.

Current applicant address, phone or fax number, or e-mail address. It is often difficult to contact applicants about discrepancies in their package. Therefore, when you send in your package, ensure the phone numbers are correct. If you have access to a fax, add that number also. An e-mail address is even better and please ensure it is correct to the letter.

Don't wait until a month before your PRD or EAOS to put in your package. Communicate with your detailer about your intentions. It's difficult to get a package approved if you are currently under orders.

I look forward to serving the fleet. If you have any questions, contact your command career counselor, or e-mail me at: p401dh@bupers.navy.mil

*BM1 (DV) Kevin Ward
Schools Coordinator
PERS-401DE*

SEAL – Changes for FY98

This summer most of BUPERS will be moving. The impact to you will be non-existent. The lights will turn out here in Washington, DC and turn on again in Memphis.

I suggest that you order your microfiche and your Enlisted Service Record (ESR) around February or March time frame. Extensive plans have been made to ensure all records are shipped, but it doesn't hurt to be cautious. Make sure your microfiche is up to date and all

entries are legible.

Continue to read the bulletin on BUPERS Access that I put out monthly to see what billets you might be interested in filling. There are many opportunities to diversify your career, to get an education or to just take a breather from a team. Contact your career counselors to make sure you have the latest bulletin.

*ENCM (SEAL) Greg Philpot
SEAL Detailer
PERS-401DE*

What's new in the EOD community

With all the additions, deletions, and realignment of assets, now is the perfect time to identify a new sea duty home for yourself. Below is a rundown of some recent changes.

EOD Group 1

EODMU 3 will soon be the West Coast's MCM mobile unit. Along with MCM duties, they will also handle ARG responsibilities.

With this mission change, EODMU 3 will transfer a number of billets to EODMU 11, which will in turn pick up the rest of the West Coast shipboard responsibilities.

The VSW MCM Detachment is now its own entity with its own UIC

and billets attached. Those interested in the VSW MCM Detachment should realize that this assignment will be physically challenging and the Det will be looking for the best operators.

EOD Training and Evaluation Unit 1 is still trying to identify a home on the West Coast.

Two of the biggest Group 1 changes are the lengthening of the area tour for EODMU five to 36 months accompanied, and 24 months unaccompanied, and the establishment of an MCM Detachment in Sasebo, Japan. Area tour for this assignment will be a Type 3 sea duty, DOD tour. Members wishing to fill this detachment should make their desires known immediately.

EOD Group 2

EODGROUP 2 has recently lost a number of unfunded billets throughout the group and the impact is being felt community wide. Since corrective procedures are ongoing, the best advice I can give is to remain extremely flexible when negotiating for orders to the East Coast. You will have to keep in mind that with all the changes taking place I may not be able to give you the specific sea duty you request. Likewise, you may have to extend on sea duty to line up for a specific shore duty billet.

*TMC (EOD) George Torres
EOD Detailer
PERS-401DF*

SWCC – In with the new, out with the old (NEC that is)

Get a copy of your command's latest Enlisted Distribution Verification Record (EDVR) and check your Naval Education Classification (NEC) and Distributed Naval Education Classification (DNEC).

You will discover that the 9533 Secondary Naval Education Classification (SNEC) is no longer the Special Warfare Combatant Crewmember (SWCC) NEC. All 9533 SNECs have been changed to 5351 (Combatant Crewmember) and your DNEC on the EDVR will either be 5351 or 5352. You must be DNEC'd 5351 or 5352 in order to be closed looped with the SNEC 5352 (Advanced Qualifications). In order to qualify for the 5352 SNEC you must be able to meet the requirements of the Naval Special Warfare Command Instruction 1300.1.

Also, the current nine week SWCC Basic Course of Instruction will be increased to 12 weeks of training

starting in February. All new SWCC students will go to SERE either before or after their SWCC training. This is a requirement for qualification as Combatant Crewmember (CC). For all current SWCCs who did not have the opportunity to attend SERE training at your current command, the next time I write PCS orders for you I will write you to SERE training en route to your next command.

Also, if you have not been to the required Navy Leadership (NAVLEAD) school for LPO or LCPO please inform me while negotiating for orders so that you can go en route to your new command. NAVLEAD is a requirement for advancement and you should take every opportunity to complete the training prior to your PRD.

Keep up the good work. God, Country and Fast Boats!

*BMCS(SW/CC) Sam Brown
SWCC Detailer
PERS-401DI*

DC – JASS in our future

Damage controlmen requisitions will be available soon on the Internet (BUPERS Home Page) for all paygrades to review. The BUPERS Home Page address is: <http://www.bupers.navy.mil>.

I'd like to say hello to the damage control community, as I settle into my new assignment as damage control detailer, E5 and below. I am committed to providing you with the best career billets available, but I will need your help to do this. I need you to contact me nine months prior to your PRD. This will allow me a better opportunity to detail you to your desired billet. Talk to your command career counselor as he or she should be able to assist you with your career decisions. Take positive control of your

Navy career. I'm looking forward to hearing from you.
*DCC(SW) Donald Walton
DC E1-E5, "A" School Detailer
PERS-402CF5*

From the E6-E9 & 'C' school detailer

Many people call saying they have been trying for a long time to reach us. One problem is many Sailors call and ask for information that could be attained from their command career counselor.

On a new req day and for two days after the phones are very busy, rely on command career counselors to aid you with your career intentions. Many calls are from the same people who ask every two weeks for six straight months for a specific command or area. Please use your NCC for generic questions, then call your detailer when you feel ready to make a decision.

*DCCS (SW) William Watterson
DC E6 - E9, "C" Schools Detailer
PERS-402D1*

EN – be ready for your next detailing call

Before you place that call to negotiate for orders, consider the following:

- Our constrained budget is being closely monitored. This means moves are limited to the necessities not the niceties.
- There is plenty of sea duty available but it may not be in the area you desire. The ships in Japan and Italy need Sailors.
- Outsourcing will continue to impact in-rate shore duty availability.

• Recruiting taxes have recently increased for all engineering ratings. These billets will be a priority until filled to 100 percent.

• Use your nine month window to your advantage. When you call remember we can only offer you what we have available. Keep an open mind.

We are trying to work with everyone and do what is best for all but we need your help. Feel free to

call any of us. I'm EN1(SW) Davis and I handle E4 and below and avails, ENC(SW) Sheldon now handles E5s, ENCS(SW) VanDyke has E6s, and ENCM(SW) Hall handles E7 and above.

*EN1(SW) Jacquelyn L. Davis
EN E1-E4 "A" school detailer
PERS-402DG2*

HT – Changes to STAR

Hello, I'm HT1(SW) Sheldon C. Ebron the new E1-E4 and "A" school detailer. Petty Officer Garcia is now the E5 and "C" schools detailer. I reported recently from USS *Arctic* (AOE-8) and I am looking forward to serving you to the best of my ability.

A short note about the STAR program. It is still available for HTs but only for schools, Advancement to E5

has been removed from the program for HTs.

As the Navy downsizes it sometimes becomes more difficult to keep you and your family in one place. Be flexible when you call for orders and understand that there are no guarantees that you will be able to stay where you are when you roll. We at BUPERS understand that moving can be a hardship on you. Homebasing is our first choice because it is easier on your family and cost effective for the Navy.

*HT1(SW) Sheldon Ebron
E1-E4 HT "A" school detailer
PERS-402DF1*

GS – You, your PRD window, and your detailer

Recently we've had many Sailors calling too far into their nine month PRD window.

If you call three months from your PRD, chances are your orders are already written. You need to start calling your detailer nine months before your PRD. This gives you six months of negotiation time instead of one day. It also allows the detailer time to work with any special needs you may have.

This also enables us to better work with the needs of the Navy. Remember we can't give you what we don't have. We must also work with the parameters of Navy requisitions, directives, and policies.

Spouse collocation, CPO to sea policy, EFM status, decommissionings, and homeport changes also play a significant role in the detailing process.

When you call your detailer,

have an idea of what you want and a back up plan. If you are married, try to have your spouse next to you while on the phone or know what he or she desires. Many times constituents call and say "let me check with my spouse and I'll get back to you." The billet may be gone by time you call back and you're back to step one.

It's your career. Give yourself plenty of time to plan and be flexible and open minded.

*GSMC(SW) Wayne P. Hockensmith
GS E1-E4 and schools Detailer
PERS-402CG2*

IC – Help me help you

Greetings to the IC gang. I'm IC1(SW/AW) Brian Cole and I'm the new IC E1-E4 and schools detailer. My past duty assignments have been USS Independence (CV-62), commissioning crew USS Thomas S. Gates (CG-51), recruiting at NRD Indianapolis, USS Saipan (LHA-2), and most recently, USS Vella Gulf (CG-72). I look forward to using my past experiences to better serve you and our Navy.

Here are a few things that you can do to help me help you:

Don't have tunnel vision. When negotiating orders have at least three choices in mind. These include

location, duty, and type of command. If you tell me that you'll take any kind of ship but, your location choices are Florida, Florida, and Florida, this will severely hamper the process for both of us.

Be prepared to work out of rate for shore duty. With the right-sizing of our Navy, there are fewer in-rate shore duty billets. Consider recruiting, overseas physical security, and recruit division commander. These rewarding and challenging jobs give you an opportunity to have a direct and positive impact on our Navy.

*IC1(SW/AW) Brian Cole
IC E1-E4/ Schools Detailer
PERS-402DC2*

MR/IM/OM – What's New?

The caller said, "Chief I don't want to go recruiting." I'm here to tell you that is a common conversation lately.

Billets for MRs in recruiting have increased and we now have to provide more people to this along with other special programs. I suggest that you look at these programs as a chance to prove you're capable of rising to the challenge. I also want to point out the billets are very good to have in your career path. This also applies to recruit division commander

and physical security just something to consider when your next shore duty tour comes along.

The latest good news for the MRs is that there has been a change to the cut off criteria for ENCORE. The new standard is you must be an E4 who has PNAs the E5 exam. If this criteria fits you and you're thinking about furthering your career, submit your requests to BUPERS.

I would like to welcome the new "MRs." Although the advancement opportunities for MR are slim, the Navy still advances a few so hit the ground running and get ready for those upcoming exams.

IM/OM Disestablishment?

It looks as if it is really going to happen. I know that some of you are still skeptical but as of the writing of this the proposal has been approved by the board and is going to the SECNAV for final signature. Details will be provided in regards to conversions when the official letter of disestablishment comes out. More details to follow in upcoming issues.

*MRC(SW) Shawn Burns
PERS-402DE
MRC(SW) Francis Harris
PERS-402DE1
MR/IM/OM Detailers*

MM – Moving up in the Navy

I would like to welcome aboard MMCM (SW) Van Hoose from the USS *Stennis* (CVN-74). There are now six detailers providing support to the 11,000 machinist mates in the Navy.

I would like to discuss a few topics with you, the first being advancement.

As the Navy completes its downsizing, advancement will continue to become more and more competitive. Those of you in paygrades E3 through E5, get your PARS signed off and dedicate time to studying. Don't wait until the last minute to get your MM3&2, or 1&C completed.

For first class petty officers striving for chief, don't give up. With the numbers as low as they have been, it is extremely important to keep demonstrating sustained superior performance. Keep after the difficult, not so desired jobs to improve your chances of making chief.

If you are a first class striving for "chief" but lack the sustained superior performance, have no warfare designator, and your highest watch qualification is MMOW/BTOW or less, shipmate you're just not competitive within the rate.

Understand, the platform you are on determines the watch qualification you can obtain. Trust me, those master chiefs who sit on the selection boards know the do's and the don'ts onboard the steamers vice the nukes, and the CVs vice the LPDs, and everything in between. Don't be content with what you have. The minute you do, there will be some other hard charger out there you'll be calling chief on 16 September.

For detailed information on helping yourself advance refer to page 21 of the July- September 1997 *Link*.

As for the chiefs and senior chiefs onboard steamers,

maintain or obtain that EOOW qualification. Some of us lose momentum when we become chiefs. We forget about the community involvement, education, correspondence courses, and command involvement. We forget about the important things we did that got us where we are today. Take on those jobs that will make you stand out from your peers. Don't be afraid of taking orders to a CVN or becoming a fresh air snipe or vice versa. As a steamer you have demonstrated that you are a professional. Show the board you can be versatile, become a professional in another area of our rate. The bottom line is don't be apprehensive to change.

Last but not least, I want to say good luck to all the MMs out there whom I had a chance to interact with in the last three years while here. For those of you that I didn't get to talk to, I leave you in good hands with the existing detailers. I have enjoyed my tour at BUPERS. I wish you all fare winds and following seas.

I'll leave you with this: use your full nine month PRD window and when calling for orders have in mind what you would like. Make realistic and achievable requests – I never did see that ambassador duty in Australia show up on the requisition.

Keep water in the glass, fire in the box, and keep those screws turning. Be safe

*MMC(SW) Steve Serdahl
MM E7 Detailer
PERS-402-CF1*

Submarine, Nuclear Power

From the branch head

Hot issues

I'm Commander Steve Jones and I've relieved Captain Mike Mathews as Branch Head for Enlisted Submarine and Nuclear Power Assignments Branch, Pers-403. I'm reporting following command of USS *Newport News* (SSN 750).

From time to time, I will try to provide you with information and policy updates as they affect submarine and all nuclear power assignments. Here are some hot topics of the moment.

CPO to Sea

Many ratings Navy wide through actual reduced numbers or distribution imbalances have a shortage of senior enlisted leaders at sea. Most of you are aware of the CPO to Sea policy that the Navy has been required to implement. The policy allows me to rotate a CPO from shore early to fill the readiness requirement. We first extend CPOs at sea up to their Maximum Sea Tour (MST). If there is still no CPO scheduled to roll to sea, we take the next few scheduled rollers and choose one to roll early. We take into account personal issues, needs of the shore command and try to minimize PCS costs. We will not pull a CPO prior to Minimum Activity Tour (MAT) and we make every effort to give the member at least three months notice.

This is a very sensitive issue and you can be assured that I personally review each option available before we cut short someone's shore tour. We have only had to initiate this policy a few times, and I've been impressed with the professionalism of our submarine force. I would like to personally thank the many fine leaders who have recognized the problem and volunteered to extend at sea or terminate their shore tour early. Additionally, many shore commands have gapped billets to support the fleet and sea commands have requested to use a hot running E6 to bridge a gap.

Submarine LPO billets

There will be times where we must replace the outgoing LPO with a first class petty officer who meets all the requirements for the LPO tour. A perfect example is the MS and SK LPO positions. There are currently

insufficient MS or SK chiefs rotating to sea duty to meet all requirements. My two supply detailers will work with your command and ensure that at least one CPO is in the supply department of each submarine. If you have a hot-running MS1 or SK1 who you want to fleet up as LPO, please let us know.

Fleet Reserve

If you are drawing Continuous Submarine Pay while ashore, a request to transfer to the Fleet Reserve will not be approved until you have fulfilled your obligation for the pay already received while ashore unless your rating's manning indicates that you are not needed at sea.

For those of you at sea, submarine pay is not an issue; however, with the shortages we are experiencing both in the submarine force and surface nuclear power, we may not be able to approve a date prior to the completion of your tour.

For those of you planning to request Fleet Reserve while ashore, ensure that you will reach Fleet Reserve eligibility prior to the completion of your shore tour. If necessary, extend at sea. The MILPERSMAN does allow for short shore extensions (six months or less) for Fleet Reserve eligibility, but shortages at sea preclude lengthy extensions. For those of you eligible for Continuous Submarine Pay ashore and you desire to transfer to the Fleet Reserve during your shore tour, don't execute the 14-month extension or, if you already have sufficient obligated service, don't accept the pay

Recruiting

We are wrapping up a period of intense effort to improve our recruiting force. As many of you know, we have recently assigned large numbers in that effort. Recruiting remains the number one manning priority. We need good salesman out there so if you are interested, talk to your detailer.

We are experiencing large cutbacks in funding. This is causing delays in writing fourth quarter FY98 orders and is particularly painful when TEMDUINS (training) funding is required. Please work with us as we redistribute previously trained assets and in some cases ask you to train people that were previously taught in the schoolhouse. One area that causes lost dollars is poor screening of transferring personnel. If a screening sheet is required for the assignment, return it quickly and accurately. A person

Continued on page 23

Submarine ET rating merger update

A shortage of 14RO/14TO trained Sailors and an excess of 14NO trained Sailors in the fleet has led some submarines to qualify 14NO trained Sailors as radio operators. Pipelines are full in both NECs and the fleet should be largely manned by 1 September 1998. Some 14NO personnel have excelled in the RO/TO area. BUPERS is interested in taking advantage of these efforts by the fleet.

14NO trained Sailors who have completed the 14RO/14TO certification card (less submarine qualification) and who desire to permanently convert their primary NEC from 14NO to 14RO or 14TO should submit a NAVPERS 1221/1 in accordance with the Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards (NAVPERS 18068F), endorsed by their commanding officer, to PERS-221J not

later than 31 March 1998. No additional formal training will be given to these individuals. Maintenance training will be provided in the same manner as other 14RO/TO personnel. Commands should only favorably endorse or submit those individuals who have shown outstanding potential as a radio operator. Only a limited number of Sailors will convert under this temporary and completely voluntary program. There is no plan to continue this policy after 31 March.

*LCDR David McDonnell
Asst. Enlisted Community Manager
PERS-403B*

From the submarine assistant enlisted community manager **Advancement "Doom and Gloom?"**

Much has been published regarding declining advancement rates and their negative impact on retention and quality of life (QOL).

Advancement rates in the Navy have declined from the historic rates achieved in the mid-1980s. This has been a function of the Navy's "right-sizing" effort and the higher-than-predicted retention of career Sailors. The recent slowing of advancement to E8 and E9 was due to a Congressionally-mandated cap on the number of military personnel in those paygrades (one percent of inventory E9, three percent of inventory E8 and E9).

In the submarine force, extreme care has been taken to ensure our Sailors advance at an adequate rate. Since 1993, submarine force Sailors have advanced at or above the ALNAV rate. For the last two advancement cycles, submarine force Sailors have advanced to E5 at a rate of 16 percent, compared to the

ALNAV rate of 13 percent. Advancement to E4 has been at 100 percent for the last five years, with ALNAV averaging 43 percent. Advancements to the "khaki ranks" (E7-E9) have also outpaced the Navy average, with E7 advancements at 14 percent, E8 at 7 percent, and E9 at 10 percent over the last two years.

Some have expressed concern regarding the impact of the recent rating mergers in the submarine force (ET/IC/QM/RM and MM/TM), and the effect these mergers will have on advancement. Sailors in these merged ratings should understand that while the test they are taking may have changed, the Sailors they are competing against have not. BUPERS has established competitive groups for advancement that ensure that Sailors compete for advancement only with members of like experience and training.

NAVADMIN 155/97 outlines the competitive groups for the recent

E4/5/6 examination. Electronics technicians (submarines) were divided into eight groups and machinist's mates (submarines) were divided into four groups in order to make the competition for advancement in these ratings more equitable. Members in these combined ratings will continue to compete only against Sailors with comparable training. For example, as ETs receive advanced maintenance training, they will move to a different competitive group and compete against other Sailors with the same training level.

Advancement in the submarine force is absolutely linked to submarine force retention rates and to submarine force QOL. Submarine Sailors should know that advancement rates and competitive groups are carefully managed to ensure equitable advancement rates and fair competition for all.

*ETCS(SS) W.R. Peterson
Submarine Asst. ECM
PERS-221J2*

Top performers needed

Submarine special projects is a collection of organizations involved with the research, development, test, and evaluation of classified ocean engineering systems.

Only volunteers are assigned to special projects. If you're interested, apply early. BUPERS projects billet vacancies 18 months out due to security clearance SSBI processing time. All special projects personnel must complete an SSBI to permit security access as high as special compartmented information (SCI). SSBI processing time require 18 months to complete.

To volunteer for special

projects, submit a NAVPERS 1306/7 to your detailer requesting to be released to special projects.

Once released, a CNO personnel security specialist will interview the applicant and screen his service and medical records. If selected, an SSBI will be initiated by special projects.

Even though special projects works in such a large assignment window, orders are not issued until the selectee is in the normal detailing window, about nine months before PRD.

Most special projects activities are Type-2 sea duty. Additionally, USS *Parche* (SSN 683), USS

Parche (SSN 683) Ocean Engineering Augment and Detachment SI-ERRA are authorized sea pay and those Sailors accumulate TOSS while assigned.

Despite periodic billet vacancies, the competition for these assignments is tough. Your professionalism, leadership, and dedication as reflected in your performance evaluations and NAVPERS 1306/7 endorsement are the primary selection criteria. If you're a "hot runner" and want to try something different, consider applying for special projects.

YNC(SS) Kevan Van Fleet
CNO Special Projects Detailer
PERS-403CC

Sub nuc CPOs – Reducing shortages at sea

Nuclear ETC and EMC manning at sea are at a low point. Unplanned losses (UPLs) have played a major role in creating these deficiencies, but many other factors have contributed.

Initiatives to alleviate the shortage include extensions at sea, and, in some cases, rolling chiefs off of shore duty early. Every effort is being made to inform the parties involved as early as possible, but UPLs often require diverts, crossdecks or "CPO to sea" issues, usually on short notice. Accordingly, ETC and EMC Prescribed Sea Tour (PST) waivers for nuclear instructor duty are only granted after a contact relief has been identified. I expect this trend to reverse in approximately 12 to 18 months as we reduce our sea billet base through decommissionings.

Please contact me with any questions or comments at DSN 223-1445, commercial (703) 693-1445, or e-mail me at p403cd@bupers.navy.mil. I look forward to working with you.

EMCM(SS) Al Beaty
Submarine Nuclear CPO Detailer
PERS-403CD

Branch head – continued from page 21

who arrives at a training command at 29 percent body fat probably didn't get that way on leave. Additionally, 90 days prior to transfer you should ensure that the member is still qualified and eligible for the next assignment. If not, inform us. We must spend our limited funds on getting the right people to the right jobs. As it should be clear by

NAVADMIN 282/97, the Navy is taking a harder line on meeting physical standards.

One bit of good news is that with our recruiting and training efforts, we're starting to see a rise in the number of personnel reporting to our submarines. This will help us not only with watch rotation, but also with our ability to open other assignment options.

We in PERS-403 are committed to you and our Navy and will do our

best to get you the assignment you desire while making the most of your talents and helping your career blossom. Keep charging!

CDR Steve Jones
Head, Submarine Enlisted /Nuclear
Power Assignments
PERS-403

Sub Nuc ET – Can nucs ask for homebasing? Yes!

There's been a lot of talk about homebasing over the past couple of years. We continue to make progress in this area, but logistically, it's very difficult to implement a sound homebasing policy without sacrificing some readiness, training and career progression.

Homebasing, however, is an achievable goal. In fact, we have some of the best homebasing strategies available.

Homebasing, as it is currently envisioned, relies on the premise that we'll be able to call one particular homeport our "homebase," and complete a tour out of that area once or twice within a 20-year career span, as defined in NAVADMIN 162/96.

Since there are some shore billets in each homeport, some Sailors will have the opportunity to stay in that homeport without ever going out of the area for a shore tour. But we must, however, continue to go where the billets are. For nuc ETs, 75 percent of these shore billets are within the nuclear power training pipeline commands: NPTU, NFAS, and NPS.

With the move of NNPTC (NFAS & NPS to Charleston in mid-1998), well over half of our shore duty billets will be concentrated in Charleston, SC. Another 25 percent will be in Ballston Spa, NY. The remainder will be scattered throughout the country, mainly in the submarine homeports, but also in each naval recruiting district.

Here's the way you can make homebasing work for you and your family. Call Charleston or Ballston Spa your home. Tours at the nuclear training commands are actually 40 months long (four months to qualify, plus the standard 36-month instructor

tour). Although the Prescribed Sea Tour (PST) is 60 months, we continue to offer up to a 24-month PST waiver for NPTU instructor duty, and 12-months for NFAS & NPS. Ideally, you could enjoy a 36-40 sea-shore rotation, and spend all your shore tours in one of these two locations. It's a great way to turn homebasing on its head, and use it to improve quality of life for you & your family.

Not only does this give you a homebase, it can also enhance your career. Imagine a Sailor who completes boot camp and transfers to Charleston for NFAS, then NPS, then NPTU for a total of 22 months in Charleston (if he also gets picked up for staff duty, add another 26 months for a total of 48 months). He transfers to the fleet, qualifies RO & SRO, sees a little of the world, maybe finishes up EWS quals, and then transfers back to NPTU after only 36 months. So far, with a 40-month NPTU tour, he has anywhere from five to seven years in Charleston and three years elsewhere. Maybe during this tour, the Sailor also completes EOOW quals and earns his associates degree. Now he heads back to sea. He was previously assigned to an SSBN, but this time, he goes to an SSN in Pearl Harbor (to really round out his experience), equals during WESTPAC, moves on to Chief of the Watch and Diving Officer quals.

After 48 months, he heads back to Charleston for a tour at NFAS or NPS, where his schedule could allow him to complete his bachelor's degree. Now we have an ET1, ETC, or even ETCS, qualified through DOOW and EOOW, with a bachelor's degree. He has both SSN and SSBN experience, and has spent the majority of his career on shore

duty in Charleston. Sustained superior performance at sea, while homebasing in Charleston sounds like a good balance between career advancement and family stability to me.

This works for Ballston Spa, too, though to a lesser degree since there are only NPTUs there and overall fewer billets than Charleston.

Now, naturally, not everyone is able, or even desires, to do this. If everyone did, we couldn't afford to offer multi-year PST waivers for nuclear instructor duty, and the actual sea-shore rotation would quickly move towards the standard 60-36 specified in the Enlisted Transfer Manual. Some will prefer to stay at sea for five years or more, in order to get one of the few shore billets available in that homeport. Great – we need to fill those, too.

I know what you're thinking. Some will not screen eligible for nuclear instructor duty, and will not have this shore-basing opportunity. Most can however become eligible for nuclear instructor duty, regardless of where he graduated in his NPS/NPTU class. The "anchor man" just has to work a little harder to make up for his lower class standing. He will need to work at qualifying more quickly than his peers at sea, and push to get EWS quals complete. With a good recommendation, including justification for waivers required from his commanding officer, good evals, and EWS quals completed, he can easily screen eligible for NPTU instructor duty. Provided he completes a successful NPTU tour, his next shore tour could be NFAS.

Call me if you have any questions. I can be reached at DSN 223-1446, commercial (703) 693-1446, or via e-mail at p403ce@bupers.navy.mil.

*ET1(SS) D. WALKER
Submarine Nuclear ET E6 and
below Detailer
PERS-403CE*

Sub nuc MM – Homebasing issue difficult

“Why can’t I stay in this homeport?” or “Why can’t I go to that homeport?” The simple answer is billet availability.

The Navy’s drawdown has affected the ability of nuclear MMs to homebase in one particular area for most of their career. Homebasing is difficult to accomplish when 70 percent of our shore duty is in Ballston Spa, NY and Charleston, SC.

With that said, if your desires are to stay in Groton, CT or Pearl Harbor, HI, there are sufficient billets available to support some assignment stability. For the nuclear submarine community (all rates/paygrades), there are approximately five to seven times as many sea duty billets

as shore duty billets in any given port.

Help me meet your desires. Come to the bargaining table with some realistic alternatives. If you are dead set on only one location, we may leave the table without fulfilling your desires. I can only offer you what is available at the time you call or visit. If you are willing to go to alternate locations, I should be able to get you to one of those locations. Remember, flexibility and realistic expectations are the keys to successful negotiation.

Most importantly, you may not get the answer you’re looking for if you don’t ask. Please, take the time to call me, send me e-mail, visit me, or send me a 1306/7. I’m always willing to answer your questions. My e-mail address is: p403cg@bupers.navy.mil.

*MM1(SS) C. Ross
Submarine Nuclear MM E6 and below Detailer
PERS-403CG*

Sub ELT – RCMS, RCTQS available

The new 16-week Radiological Controls Technician Qualification School (RCTQS) is now being taught at Norfolk Naval Shipyard in Portsmouth, VA. This school does not entirely take the place of the five-week Radiological Controls Maintenance School (RCMS).

Sailors transferring to a shore IMA RADCON billet or to the historic ship *Nautilus* will attend the 16-week RCTQS school. All personnel transferring to a nuclear repair tender RADCON billet will attend the five-week RCMS school.

Sailors transferring to TRF King’s Bay, NSSF New London, or to the *Nautilus*, will attend RCTQS

en route.

Those personnel transferring to NRMD Norfolk, IMF Pearl Harbor, or to NRMD PACNORWEST (formerly TRF Bangor) will attend RCTQS TAD from their command (upon reporting).

The 16-week school will be incorporated into the tour length. The tour length for TRF King’s Bay, NSSF New London, and the *Nautilus* will be 32 months. The tour length at the other sites will remain at 36 months. The TAD time will count as part of the tour.

Recently, the nuclear repair divisions on board tenders were restructured into one division. Only

ELTs will be filling the RADCON billets on board these units. The previous 21 RADCON billets has been reduced to six ELT billets.

If you have any questions on this new school, billet changes, or on detailing issues, do not hesitate to ask. I can be reached at DSN 223-5180 or commercial (703) 693-5180. If you are calling from home, please call me collect. My e-mail address is p403ch@bupers.navy.mil

*MM1(SS) Ed Reed
Submarine ELT/RADCON Detailer
PERS-403CH*

Surface nuc MM/ELT – New ACE accreditation for NMPS

The American Council on Education (ACE) has recently evaluated Naval Nuclear Power School. Formerly, ACE only recommended six credits for completion of the school. Those graduating prior to January 1990 receive only the six credit recommendation. However, the current review evaluates a declassified curriculum, allowing

additional credit recommendation for those who attended NPS on or after January 1990.

Credits are now awarded for all rates in the lower level baccalaureate and associate degree category are as follows:

Five credits in general physics, three credits in heat transfer and fluid flow, three credits in nuclear reactor engineering, one credit in atomic and nuclear physics, one credit in radiation protection technology, three credits in

Continued on page 27

Sub nuc EM – Instructors needed

EM manning is steadily showing improvement in the fleet. NPTU class sizes are starting to rebound from 15 per class to 30 or more submarine electrician's mates per class. We need to continue to retain our Ems. Command career review boards and PRD management are extremely important to maintain inventory.

Early communication is the key, commands should contact me regarding their manning issues. I will work diligently with EPMAC and the type commanders to ensure EM assets are distributed equitably.

Top-Notch EMs are needed for nuclear instructor

duty at Nuclear Field "A" School (NFAS) and the Nuclear Power Training Units (NPTUs). Ballston Spa, NY has the greatest need for prototype instructors. We can waive up to 24 months of prescribed sea tour (PST) for EMs volunteering for duty at Ballston Spa.

Through the end of 1998, NFAS/NPTU Charleston have very few instructor billets available, therefore, only 12 month sea tour waivers are being considered.

For Sailors looking for a unique, career-enhancing billet, NR-1 has two EM openings. There is an immediate opening and one in March 1998. If interested, review Chapter 5 of the Enlisted Transfer Manual and submit a NAVPERS 1306/7 with last two evaluations.

*EMC(SS) Steve Kersten
Submarine Nuclear EM E6 and below Detailer
PERS-403CF*

Surface nuc CPO - Chart a course for success

The following four-step process can help you chart your career:

ences now for screening and take a major step in career planning.

Plan your career

Establish both long-term and short-term goals. The following are some statistics from the FY98 E7 and E8/E9 selection boards:

Average time in rate as an E6 was six years, E7 was five years and E8 was four years.

Ninety percent of the E7s, 93 percent of the E8s and 77 percent of the E9s selected were ranked "early promote";

Seventy-Five percent had served at least one prototype tour (E7/E8/E9 combined);

100 percent of the E7s, 93 percent of the E8s, and 100 percent of the E9s were warfare qualified;

100 percent of the E7s were EWS/PPSW qualified.

Twenty-one percent of the E7s, 21 percent of the E8s, and 54 percent of the E9s had qualified EOOW at prototype and/or at sea.

Where can one go to accomplish most of these tasks? Where else but NPTU, NPS, or NFAS in Ballston Spa, NY and Charleston, SC. Submit your 1306/7 with prefer-

Commit yourself

Each candidate who is eligible to take the CPO exam in January should order and review their microfiche record and their Performance Summary Record (formerly ESR).

Sailors should commit to a study schedule to strengthen their weak areas. Remember, in January 1999, the first CPO nuclear advancement examination will be administered.

Check your progress

In regards to obtaining a college degree, consider completing a DD 295 (Application for the Evaluation of Learning Experiences During Military Service) and see just how close you are to obtaining a college degree.

Act now

Decide NOW whether your Navy career is on track or a rudder change is needed. Make the most of the professionals available to you: leading chief, senior enlisted advisor, command master chief, educational services officer, etc.

Congratulations again to everyone recently advanced to chief petty officer. Now is the time to attend the CPO Leadership Continuum course, CIN P-500-0021. Obtain a quota and attend this dynamic course which will refine your leadership techniques.

Also keep in mind sea billet to shore billet ratio in Norfolk is 5:1 and Bremerton/Everett is 11:1. So, don't expect to spend your entire career in one area, the billets simply do not exist. Put in your 1306/7 for instructor duty at NPS/NFAS/NPTU and make yourself more competitive for advancement.

Unique opportunity exists for two top performing individuals to serve as the nuclear surface electronics technician detailer or the nuclear surface CPO detailer. You would be working in Millington, TN enjoying the opportunity of country living. For more information please refer to message BUPERS 090936Z SEP 97.

*ETCS(SW) Larry E. Tosten
Surface Nuclear CPO Detailer
PERS-403CJ*

Sub MM(Aux) E6-E9 – New detailer onboard

I am MMC(SS) Paul Wierbonics. I have relieved MMCS(SS) Walker as your detailer and I look forward to serving you.

Getting orders is a two way street, that's why it's called "negotiating" a set of orders. Your plans may not line up with the needs of the fleet. Please keep in mind the restrictions which I must work under.

If you are on sea duty and contemplating Fleet Reserve transfer,

you should call me a year ahead of time and let me know your plans to avoid gapping a billet. If you are on shore duty and you have been receiving CONSUBPAY, you should be prepared to go back to sea.

Currently, Pearl Harbor, HI seems to be the hard spot to fill for chiefs and first class petty officers. Keep in mind that you receive a cost-of-living-allowance (COLA) and, if there is a follow-on tour on the island,

you may also receive In-Place Consecutive Overseas Tours (IPCOT) benefits. Call early and let's start working out your next set of orders.

In closing, I would like to express my sincere thanks to MMCS(SS) John A. Walker for a great turnover and wish him great success at the Senior Enlisted Academy and on his follow-on tour as chief of the boat.

*MMC(SS) Paul R. Wierbonics
MM(AUX) E6-E9/3M Coordinator
Detailer
PERS-403CM*

Sub MM(AUX) E1-E5 – Detailing is a complicated process

There are many factors that determine a Sailor's next duty station. Every request must be hand tailored.

You have probably heard a story of one person trying to get a billet and couldn't, but someone on the same crew called within a few days later and got the same billet their shipmate had just requested. This is very possible.

The detailing process-with continuously changing requisitions-may be the reason. Additionally, every person has unique needs and experience levels which may impact the assignment.

When you call me and say that there are extenuating circumstances that need to be considered as to why you must get a particular set of orders, be ready to supply supporting documentation. Documented cases receive ample consideration.

While I would like to give everyone what they want, but it is not always possible. If you are in an area with little opportunity to rotate from sea to shore and back again, maybe it would be in your best interest to find out where you could go to accomplish that. Whatever your desires,

be realistic and be open to more than one option.

There is some good news in the area of advancement. For those of you who are getting ready for advancement to petty officer third class, study hard because your advancement opportunity is high, but you have to pass the test first.

For those of you who have been working hard to become a petty officer second class the future is looking brighter. Our community manager has been working hard to identify a solution and you should see the advancement percentages rise over the next few cycles because of his efforts. You must also first pass the test, so ensure you are preparing for this advancement examination.

*MMC(SS) M. Mildenstein
Submarine MM(AUX) E5 and Below Detailer
PERS-403CN*

MM, ELT cont. from page 25

general chemistry and principles of materials, and four credits in technical mathematics.

Additionally, MMs receive three semester hours in applied thermodynamics and heat transfer, three in power plant systems, and three in basic electricity. ETs and EMs can add two additional hours in hydraulic

systems, two in DC circuits, two in AC circuits, two in digital principles, and two in electric machines.

The course number for Naval Nuclear Power School Enlisted is A-661-0010.

Note that these are merely recommendations. Colleges and universities may award more or less credit.

Do not hesitate to contact me at (DSN 223-7760, commercial (703) 693-7760, or via e-mail at 403cr@bupers.navy.mil. Remember to call collect when dialing from home.

*MMC(SW) Ed Ford
MM/ELT (E4-E6) Detailer
PERS-403CR*

Issues of community interest

I am LCDR Tom Wears, and I have relieved CDR Hal Barge as the nuclear enlisted program manager for nuclear EM, ET, and MM communities. My responsibilities include policy decisions that affect nuclear enlisted personnel accessions, SRB levels, NEC change/removals, advancement quotas, TERA/Early Out approval, and instructor/special program screening.

At sea manning

Although overall nuclear manning is at 98 percent, larger shortages occur in at-sea manning because of sea-shore imbalances. EM(SS), EM(SW), MM(SS), and MM(SW) are all undermanned at-sea. These shortages are being addressed by increasing accessions and by raising SRB levels (effective 1 August 1997). Almost all Zone A SRB multiples increased this past summer; see your command career counselor (CCC) for details.

Shore Manning

The training commands (NNPTC & NPTUs) continue to have the highest priority for manning. Only volunteers are assigned to these training commands. Assignments are for a 40 month tour (four months for qualification and 36 months as instructor) and instructors receive Special Duty Assignment Pay (SDAP). Results of the last CPO selection board reflect that 74 percent of those selected had served as instructors at NNPTC or NPTU. Up to two years of sea duty is waived for NPTU duty, and one year for NNPTC duty. See your CCC and submit a NAVPERS 1306/7 for this challenging and rewarding duty.

Accessions

Accession goals have steadily increased from 2,900 in 1994 to 3,915 for FY98. With the help of additional incentives to offer potential recruits, Recruiting Command met the 3,600 nuclear field new accession goal for FY97. The Enlistment Bonus (EB) increased to \$10,000 for November 1997 through May 1998, and the Navy College Fund (NCF) was raised from \$30,000 to \$40,000 for nuclear field recruits only.

TERA

FY98 Temporary Early Retirement Authority (TERA) was not targeted at nuclear trained personnel because of the manning shortages discussed above;

however, we still received over 60 TERA requests, of which seven were approved. Those receiving TERA were already approved for a disability discharge or had extremely exceptional circumstances that prevented further service to the nuclear community.

NNPTC move

Nuclear Field "A" School and Nuclear Power School will move to Charleston, SC, during 1998. The move is phased so that student production is not affected. The last classes in Orlando, FL, will finish in December 1998. As a result of this move, there will be over 1,000 billets for nuclear trained personnel in Charleston.

Nuclear rating exams

Beginning in September 1998, nuclear trained personnel will take nuclear-specific rating exams and will compete for advancement in the following separate groups: submarine, surface, and training pipeline. PARS and "bibliographies for study" are scheduled for release in early 1998 for the E4, E5, and E6 exams in September 1998. These changes are a good deal for the nuclear community because now you will be tested on topics directly related to nuclear propulsion.

ACE review of NPS

The American Council on Education (ACE) has completed a review of the Nuclear Power School (NPS) curriculum (post 1990 curriculum), and has added the NPS enlisted curriculum to its list of Navy schools recommended for college credit. Personnel starting NPS after January 1990 are eligible to receive college credit upon completion of the curriculum. ACE recommends that education institutions acknowledge 35 semester hours for MM, 41 semester hours for EM, and 49 semester hours for ET. To be awarded credit, submit a DD Form 295 to an education institution for credit acceptance. It is the prerogative of each education institution to accept part or all the recommended credits.

LCDR T.G. Wears
PERS-221K

Nuclear NECs

My name is ETCM(SS) Curt Haggard. As the nuclear enlisted community manager's quality control advisor, I approve all changes or removals to nuclear NECs not awarded via graduation from a formal course of instruction.

Forward NEC requests via fax to DSN 224-6502, commercial (703) 614-6502. Please call me to verify receipt and make sure you include your name, number, and fax on the cover sheet. If you have any questions, call me at (703) 695-3301 or 697-7751; DSN 225 or 227. My e-mail address is: p241b@bupers.navy.mil; or letter address: FB#2, Washington, DC 20370-5461.

Sea-returnees who have previously qualified with a supervisor NEC

must re-qualify as "senior in rate" within six months. In cases where re-qualification is not attained, commands must request an operator NEC or an extension. If after two to three additional months the individual still has not re-qualified, NEC removal should be considered.

NEC change requests

I am able to provide next day service for supervisory NEC requests; however, ensure that your commanding officer has signed the form (reactor officer for CVNs). Two references for changing or removing nuclear NECs are NAVPERS 18068F (NEC Manual) and OPNAVINST 1220.1. They require the following information on your NAVPERS 1221/1:

(1) Include the completion of six years of active service.

(2) The date of qualification for senior in-rate; see the NEC Manual.

If your duty station is at-sea or at a

prototype, you must be currently qualified.

(3) For the most recent evaluation, include a statement that each trait mark was 3.0 or higher.

(4) Indicate the completion of all advancement requirements to first class petty officer (for PO2s only).

(5) Request an effective date for the NEC change.

NEC removal

Include specific supporting information. Submarine commands must include their ISIC's endorsement, except for drug related removals. Mast or medical documentation provides the best evidence for NEC removal. In cases involving drugs, include the name or type of drug and how it was detected.

*ETCM(SS) Curt Haggard
Nuclear Quality Control Advisor
PERS-241B*

SWS ET - Qualifications a key to success

It has been about six months since I took over as the SWS ET detailee. I have learned a vast amount about the personnel distribution system and managing the submarine enlisted community. Handling the post-merger submarine ET community continues to be challenging, and I am working to smooth the process within the Trident fleet. I speak for all of us in the ET SWS community in saying "Job well done shipmates." Luckily, my tour at BUPERS will not involve anything as traumatic as the initial pain we all went through during the early phases of the rate combination.

Advancement and qualifications

The common denominator among all of the ET CPO selectees this year was their high level of qualification. In order to be competitive in the CPO selection board,

you should qualify DOOW, COW, DCPO, QMOW, and AEF.

These qualifications give you the opportunity to demonstrate important personal characteristics such as leadership, initiative, and broad professional knowledge. Qualifying QMOW and AEF is not only important to advancement, but is also a required part of the 14NO certification. You must qualify 14NO prior to transfer to shore duty so that you have the prerequisite knowledge to enter the new maintenance pipeline.

If you have any questions, please give me a call or send e-mail to my address listed in the directory section of *Link*. Remember, I work for you!

*ETCS(SS) Jeffrey K. Innes
SWS ET Detailee
PERS-403DC*

MT – manning challenges

Missile technician manning issues continue to be challenging. With diligent efforts from our pipeline instructors at both “A” and “C” school, at-sea manning is climbing rapidly to 100 percent.

Throughout 1998, we expect MT “C” school student through-put to continue at 100 percent. With all these new accessions on their way to their initial sea tour, we have to ensure that there are openings available in Trident MT divisions.

As a result, sea duty extensions

beyond prescribed sea tour (PST) of 48 months will typically not be granted except in the most extreme cases.

Once our rating is healthy at sea, we have to fill all of the vacant in-rate shore duty billets. I am confident we can accomplish this together with planning and communication.

Looking out through 1998, the greatest needs for missile technicians ashore will be in Bangor, WA at the Strategic Weapons Facility (SWFPAC), Trident Training Facility

(TTF), and Trident Refit Facility (TRF).

The D-5 backfit scheduled to begin in Bangor, WA in the 2000 to 2001 time frame will provide excellent opportunities for many of our senior E5 and E6 Sailors to show their talents.

If you have any questions or concerns about these topics or any others, please feel free to contact me at your earliest convenience.

*MTC(SS) Scott E. Wohlgamuth
MT Detailer
PERS-403DE*

MM(SS) weps - Preparation, planning are keys to advancement

Many of you have called to voice your opinion on advancement opportunities and to ask why you have not made the cut.

You may want to ask yourself, “What have I done to prepare myself? Have I really spent the time and effort to complete all requirements for the next paygrade and to ensure that I have the necessary level of knowledge and experience?”

Achieving timely advancement takes more than just sitting in a Torpedo Room and completing courses. As a “baseline,” you need to display sustained superior performance as indicated by your evaluations.

Now, build on this baseline and look for opportunities that can make you stand out from your peers. All E6s

interested in moving up should be seeking additional responsibilities such as meaningful collateral duties and senior watch qualifications. Qualifying Chief of the Watch and Diving Officer of the Watch looks good to advancement boards. Just “working on quals” is often not enough.

Remember, it is never too early to begin preparing for your next advancement. Do yourself and those within your division a favor and review your requirements for advancement early. Use the resources available at your command and give me a call or e-mail me at p403df@bupers.navy.mil.

*MMC(SS) Steve Roberts
MM(SS) Weapons Detailer
PERS-403DF*

STS E6-E9 – New detailer on board

Aloha. I’m STSCS(SS) Ray Dawsonia newly reporting from the COMSUBPAC Combat System Tactical Training Team. It is my privilege and honor to relieve STSCS(SS) Franklin as the STS E6-E9 detailer.

I’d like to wish Senior Chief Franklin “Fair winds and following seas” as he goes on to be the COB in USS *Norfolk* (SSN 714).

I look forward to playing a key role in managing and shaping the

sonar community into the next century. The future promises to be more challenging and diverse than any other period in history. Fleet combat systems are rapidly modernizing and now incorporate commercial off-the-shelf components. As the equipment changes, so must our training pipelines. Sonar “C” schools will require revamping to meet the new technical and operational needs of the fleet.

Additionally, the New Fast Attack Submarine (NSSN) training

pipeline is currently being formulated. These changes will all have major effects on the sonar rating.

Please feel free to contact me to discuss your next assignment or the technical needs of your command.

*STSCS (SS) R. Dawsonia
E6 and above STS Detailer
PERS-403DH*

STS2 – Where are you?

Some sonarmen currently on shore duty are debating on whether or not to re-enlist. One of the most prevalent apprehensions is “Am I going to be port and starboard, get hydro’d, have no off-time, and basically get beaten up for four more years if I go back to the fleet?”

Well, the answer is definitely not that grim. New accession sonarmen are pouring out of the “A” school pipeline resulting in greatly improved manning numbers throughout the fleet. As a result, sonar divisions are fully manned and generally have more flexibility. Now, the only problem is the experience level and technical expertise at sea.

Currently, the largest STS manning shortages occur at the E5 paygrade. These shortfalls occur across the board in virtually all locations. You may have heard in the past that the second class petty officer is the “backbone of the Navy.” This still very much holds true. The E5’s experience, insight, wisdom, and technical knowledge are paramount to the overall successful completion of the submarine force’s mission.

FT – It’s your career, manage it

If your projected rotation date (PRD) is within the next nine months, our computer system has identified you as a Sailor who is officially available for orders. It is imperative that you contact me early. The more aggressive you are about contacting me when you enter the nine month window, the better your chances of getting the billet you desire.

As billets become available through requisition updates, a number of FTs with the same PRD are competing for the same jobs. Since we fill billets on a first-come first-serve basis, the most popular jobs get snapped up quickly. If you are in the

window and have not yet called for your next assignment, your opportunities may be shrinking even as you read this article. I urge you to contact me early for those career enhancing positions and choice location assignments.

Once you contact me, don’t delay making your choice for your next assignment. If you delay and decide to gamble that something better will become available, you may end up with fewer options that appeal to you. Remember, all in-rate billets must be filled.

Don’t assume that you can extend onboard and wait for that ideal billet. While you wait, your current billet is being advertised to other FTs and your replacement may have

The quality of life for the sonar technician at sea is getting much better. We need all of you E5s out there to re-enlist, attend training, and patch the final hole in the STS rating at sea. So, if you’re sitting on the fence coming up on your PRD or EAOS on shore duty and debating on whether or not you want to give the Navy another commitment, call me or send me an e-mail. I’ll see what I can do for you.

As always, I always encourage you all to take advantage of the training opportunities available. This is especially true if you hold one of the old “dinosaur” NECs such as GSSM (0428) and SPACE (0421). With these NECs you are limited to the USS J.K. Polk, USS *Kamehameha*, or the USS *Dolphin*. As you can see, not too many opportunities there. BSY-1 and BQQ-5E Schools are wide open. A limited number can attend BQQ-6 in Kings Bay.

So, talk to your spouse, or if you are single, ask yourself where you’d like to live, what kind of sonar mission you would like to do, and what kind of system you would like to operate and maintain. Either way, let me know and I’ll try to work all these things for you and the Navy’s best interest.

*STSC(SS) Gil Williams
E5 and below STS Detailer
PERS-403DL*

already been identified. As a result, extending onboard may not be an option.

To avoid these emotional set backs, keep your duty preferences updated with realistic, in-rate choices. Be flexible with your location. Providing a first choice of Bangor, WA, and a second choice of Bremerton, WA, does not give you or me the flexibility to negotiate. Communications are the key to success. Call or send me e-mail. I am ready to hear from you.

*FTC(SS) Robert J. Emry
FT Detailer
PERS-403DG*

New submarine yeoman detailer

Congratulations to all the new CPOs. Your hard work and dedication have paid off. Well done shipmates.

I am YNC(SS) James Fuller, the new submarine yeoman detailer. I am looking forward to detailing the best community in the submarine force. I'd like to address some key points of interest.

Currently, submarine yeomen are not being released for assignment out of the submarine force. The reason is quite simple. Although our manning at sea is close to 100 percent, we are experiencing severe shortfalls on shore duty with only 83 percent manning in our submarine support billets. I will be working extremely hard to turn this situation around. Hopefully, we will be able to release personnel outside the submarine force before the completion of my tour.

Submarine MS – CPO manning at sea

Chief petty officer manning at sea has been my most difficult challenge recently. The goal of CPO Placement is to ensure continuity of senior leadership at sea by requiring face-to-face turnovers for all CPO sea billets. I have two main tools available to me to help meet this goal.

PRD flexibility

As a detailer, I can extend personnel at their current command up to four months past their PRD or transfer them up to three months prior to their PRD. I frequently must use this authorization to roll MS personnel, of all paygrades, early from shore duty in order to fill the vacancies at sea.

I make every effort to transfer people from sea duty at their prescribed sea tour (PST). If no reliefs are available, however, I may need to extend a few people out to a 60 month maximum sea tour (MST).

CPO-to-Sea

The CPO-to-Sea policy is designed to improve E7 and above manning at sea throughout the Navy. In summary, for ratings with significant CPO vacancies at sea, it allows us to identify E7 and above personnel who have completed a two-year minimum activity tour (MAT) on shore duty, and offer them a choice of a sea billet or Fleet Reserve if eligible.

Similar to extensions at sea to

In the short time that I have been here, I've received many phone calls asking for "career enhancing billets." Shipmates, when you ask for "career enhancing billets," you often cannot place personal limitations on these requests (i.e., you are not willing to relocate). There are excellent career enhancing billets at all major submarine groups and squadrons. However, you often have to be willing to move.

Simply put, it is difficult for you to successfully manage your career if you lock yourself into one geographic location. You need to work with me to select the proper mix of sea and shore duty assignments to give you the widest range of experience. This will demonstrate your flexibility as a yeoman and a leader.

I look forward to working with each of you. If you have any questions about your career and possible assignment opportunities, don't hesitate to call me.

*YNC(SS) J. Fuller
Submarine YN Detailer
PERS-403EF*

MST, I am making every effort not to implement the CPO-to-Sea policy. However, sea eligible MSCs are at a premium. If you are a khaki interested in helping out by volunteering to return to sea duty early, please submit a 1306/7 to terminate shore duty.

Whether you return to sea duty early or at your normal PRD, it is important for you to know that I must first relieve the CPO who has been on sea duty the longest. This may limit your choices when negotiating sea duty orders. Your cooperation is greatly appreciated.

*MSC(SS) A. W. Aumack
Submarine MS Detailer
PERS-403EG*

SK(SS) - Where are all the shore billets?

“What type of shore duty can I reasonably expect as I transfer from sea?”

Currently, most submarine SKs rolling to shore are being assigned to priority submarine related billets as follows:

E3 - E4: Supply support billets.

E5 - E6: Supply support billets, instructor duty, Submarine squadron staff, submarine group staff, training command staff, and naval reactors staff.

E7 - E9: Supply support billets, instructor duty, submarine squadron staff, submarine group staff,

NAVMASSO neutral duty, training command staff, naval reactors staff, and special projects.

In only very few instances have I assigned people to shore duty outside of the submarine force. In these limited cases, submarine storekeepers were detailed to only the highest priority jobs such as recruiting and the DAPA program.

Submarine storekeepers rolling from shore to sea duty can expect to be assigned as follows:

E4 - E5: Submarine junior storekeeper.

E6 - E7: Submarine leading

storekeeper.

E8 - E9: Submarine tender supply department LCPO.

Out-of-rate sea duty billets are available for qualified E8 and E9 personnel as 3M coordinators, chiefs of the boat, and command master chiefs. I encourage you to consider these options. As always, please call me if you have any questions.

*SKCS(SS) Del H. Phillips
Submarine SK Detailer
PERS-403EJ*

AB – Jump on the JASS bandwagon

I'm ABE1(AW/SW) Claxton, the new AB detailee. I'm reporting to BUPERS from the USS *John C. Stennis* (CVN-74), and am looking forward to serving as your detailee. I will strive to do my best to: listen, care, and try to say yes, for the good of both you and the Navy.

During my first few months here, I have noticed that very few ABs are taking advantage of the Job Advertising and Selection System (JASS). This system makes all available jobs accessible to each Sailor. JASS also insures that everyone has the same opportunity to apply for any job they qualify for or have the potential to qualify for. When looking for your next assignment, some of the factors we consider are: career diversification, cost effectiveness, fleet balances, and command manning. Due to our sea intensive nature, our skills are needed more at sea than they are ashore. Because of this, your shore duty opportunities may be limited.

In order to give yourself the best opportunity for

AC – JASS - *what you see is what you get*

Most of you understand that we work from a group of requisitions that relate to the billet requirements for that cycle. The billets you see on the JASS are the same as the ones I see on my computer. If the billet you are looking for isn't on the JASS, then there are no openings there. The bottom line – be flexible.

The detailing process is like any other negotiation. You should ask for the jobs that are available (and for which you're eligible). The detailee reviews your request and sometimes the needs of the Navy and your request match and "life is good." However, other times we are not able to fill your request, but will offer what is available while staying as close to your request as possible. When this happens, you must either decide to wait and see if something you would like becomes available on the next

cycle or take what is offered. When you get within four months of your PRD, then you must make a decision. Rarely does a billet that was not available at the nine month window become available at the four month window.

If staying in a geographical area is your first priority, you may elect to stay on sea duty, and even then you may not be able to find a billet to stay in the area. Only you and your family know if this is worth the trade-off.

My job is to keep the fleet manned and balanced while helping you get as close to what you want as possible. When you are on shore duty and looking at the req that has over 40 openings for ships, but you are planning on going overseas where there are no billets, you should start thinking of where you would like to be homeported. If you are eligible for

orders and advancement, check JASS when you're within the nine month detailing window. Contact your divisional or command career counselor; who can help you in making JASS applications and answer any general questions you may have.

Earning an enlisted air warfare designation will soon be a requirement for advancement. If you have any plans to stay in the Navy, now is the time to start working on your warfare pin.

Common sense, confidence and motivation are essential in achieving your goals. Whether it is striving for E4, E6, chief, or a commission, always strive for perfection and meaningful ways to improve not only yourself, but those around you.

We would like to bid farewell to ABHCS (AW) Madsen, who has accepted orders to the USS *Abraham Lincoln*.

ABCM(AW) W. R. SMITH
PERS-404DE

ABHCS(AW) J. L. MADSEN
PERS-404DE1

ABF1(AW) C. C. JUNKIN
PERS-404DE3

ABE1(AW) D. L. CLAXTON
AB Detailers

overseas duty and the billet has a high enough priority, then ask for it, but if there are a lot of higher priority billets, then you probably will be told to pick higher on the list. Before requesting a billet overseas, please check with your command career counselor or LCPO to ensure that you are eligible to go overseas and that you know what accepting these orders will do to your SRB eligibility. If you are ordered overseas, you must have enough time left in the Navy to complete the required DOD tour length. This cannot be done with a page 13 entry. You must reenlist or extend.

Have you noticed how long it takes me to answer your e-mail and phone calls these days? The arrival of AC1(AW/SW) Kimberly Butler as

Continued on page 35

AD - Look for billets at top of the 'req'

I would like to start this article by clarifying some recent misprints in the last *Link*. ADC (AW) Couch has replaced ADC (AW) Hands as the AD E5/E6 detailer. AD1(AW) Adkins is still onboard as the E4 and below detailer. We apologize for any problems or confusion that this might have caused. Now on to 'mech' issues.

We would like to congratulate all of the 'mechs' who recently made rate. In recent years we have been working hard to get the AD manning under control in order to increase advancement opportunities and it seems to be working. An unfortunate side effect of the right sizing is that we now face a rating that has 3,000 fewer people and our manning requirements have not decreased at the same rate.

Because of this shortfall, we no longer have enough personnel rolling to fill all the billet take-ups for that month. This leaves billets at the top of the requisition file to be filled by personnel with a PRD further out. When you enter your nine month PRD window, you and your career counselor need to look at billets towards the top of the requisitions, also, not just those with a fill date matching

your PRD. As the budget continues to be a major issue in detailing, your NECs will also become more of a determining factor when orders are issued.

With today's technology, almost everyone has access to a computer with Internet capabilities and some of you may have noticed that we now have a web site. A part of that page is a 'Mechs at Work' photo section and we are looking for pictures of you doing what 'mechs' do best. If you have pictures of 'mechs' working in the fleet, send or e-mail them to us. We will take the best ones and place them on our web page.

From the master chief: I will be leaving in March, before to the next *Link* article, on my way to Keflavik, Iceland so I'll say goodbye now. I wish to thank all of you who have been patient with us as our rating grew smaller and the way we do business changed. For those who stepped up and made the right choice, it wouldn't have worked without you. As always, if there is ever a question or concern feel free to contact us.

*AFCM(AW) Jimmy Hodges
PERS-404DG
ADC(AW) Chris Couch
PERS-404DG2
AD1(AW) Chuck Adkins
PERS-404DG3
AD Detailers*

AG – Use JASS it for more than just looking for a job

The Job Advertisement and Selection System (JASS) is proving to be a very effective management tool for many resourceful leading chief petty officers. LCPOs are using the JASS requisition list to scrub their command's EDVR.

Every two weeks a new JASS requisition list is released from EPMAC that lists all open requisitions for the next nine months. You can sort requisitions by entering your command's UIC. JASS will produce a list of requisitions by paygrade, NEC, and fill date.

The fill date on JASS should match a person's PRD on your EDVR who is in the nine month window. By keeping track of their command's EDVR and the requisitions available to them on JASS, LCPOs are able to verify that the correct number of requisitions for replacement personnel, with the proper NEC, are in the system. If any discrepancy exists, contact your EPMAC point of contact listed on your EDVR to have it changed and notify the detailer.

JASS is a tool for each indi-

vidual to use to plan for their future assignment-not a wish list. When you look at JASS at nine months out from your PRD, you should look at all jobs, not just jobs at your PRD. In many cases there are more jobs than Sailors to fill them. You may see a job with a fill date of 9801 on the JASS list which is the number one job for the East Coast and you want it, but your PRD is 9809. If the job does not have a hold on it and you want it but

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AC – continued from page 34

the assistant detailer for the AC, AG, AS, and PR ratings will improve response time. She came from the USS *Stennis* and is a welcome addition to the detailing team. Her primary task will be issuing and writing orders for the "A" schools. I am excited and thankful for the help.

ACCM(AW) Gordon Field

*AC E1 - E9 Detailer
PERS-404DF
AC1(AW/SW) Kimberly Butler
AC "A" School Detailer*

AMH – Are we moving or not? Issues hot or not?

This seems to be the million dollar question. I have received numerous calls concerning squadron and ship homeport changes and decommissionings. The bottom line is that the situation is too fluid to be put out as gospel. We must all be patient and flexible, and ensure we assist our young Sailors during these times of downsizing and manning shortfalls.

One thing that hasn't changed, however, is the need for top-notch, E5 and E6 personnel with training and experience.

E7s are in especially high demand. The new CPO to Sea NAVADMIN (221/97) sets policy concerning this important issue to ensure that we have the technical expertise and leadership to support the Navy's mission.

Another hot topic is that many billets have gone away due to numerous homeport changes in popular geographic locations. This could mean that there is a good chance a member will not be able to stay in one location until his or her retirement. I realize that many people own homes, spouses have jobs, and kids are in school, however, spreading the experience level evenly is only fair to our people and the Navy.

Another item to consider is NAVADMIN (133/97) which covers the revision of Type 6N duty to Type 6 shore duty. This will commence as of 980101. Sailors arriving onboard on or after 980101 will have their entire tour count as Type 6 shore duty. This policy will not affect personnel assigned to existing Type 3 duty. Type 3 duty will remain as sea duty for rotational purposes.

NAVADMIN 148/97 covers modification to military couple spouse collocation assignments for first term personnel. It states that new accessions and first-term personnel who are military couples may be assigned simultaneous sea duty consistent with the needs of the Navy, and member's training. For more information, please contact your career counselor concerning all of these new NAVADMINs.

Another hot topic is special program billets. Except for company commander, and one NAV/LEAD billet, no billets are currently open in special programs. The following is a list of the current AMH manning levels for some of these billets:

<u>NEC</u>	<u>RATE</u>	<u>PROGRAM</u>	<u>BILLETS</u>	<u>INVENTORY</u>	<u>MANNING</u>
9508	E7/9	C/CDR	0	01	FULL
9508	E5/6	“ “	2	01	50%
9518	E5/6	NAV/LEAD	1	00	0%
9519	E7/9	DAPA	1	01	FULL
9545	E5/6	PHY/SEC	4	07	FULL
9585	E6/9	RECRUITER	10	17	FULL

SRB Award levels

Zone-A: 1.0

Zone-B: 0.0

Zone-C: 0.0.

The following are the sea-shore rotations:

E7 45 sea-36 shore

E6 42 sea-36 shore

E5 and below 54 sea-36 shore.

If a member makes rate, the PST will still be the same as when the member was ordered into the billet.

Current manning levels for the AMH rating are as follows:

E7: 106 percent

E6: 97 percent

E5: 100 percent

E4 and below: 83 percent

For more information concerning any of these issues and programs please contact your detailer.

AMHC (AW) John Tennaro
PERS- 04EM

AMH1 (AW) Micael Cascarano
PERS-404EM2

AMS – Where are my orders?

There have been a rash of phone calls recently from service members stating they haven't received their orders yet. Even when we at the Bureau has retransmitted the orders, some Sailors say their orders still haven't arrived.

Under the new SDS system, once orders are released from the Bureau, they are sent to their respective PSDs. The PSDs have five working days to download the orders and then transfer a copy to their cognizant commands. The only commands that are not on the new system are a few of the overseas commands and they should be on-line soon. So, my best advice is to see your PSD when those orders are not received to ensure they have been downloaded. Remember if they are not downloaded within five days, they are erased during the next update.

Decoms

As you know, NAS Cecil Field will be closing in the near future and the F-18 homeport will be changing to NAS Oceana. The number of billets available for the Jacksonville area will be dropping dramatically. If you hold an 8842 or 8342 NEC, which, next to the F-14 NECs, is the highest priority, you may have to move. Whenever possible we will offer you a billet to stay in the area. Plan ahead. Be realistic. The E-2s in Miramar are still being discussed and no word is known on the final homeport. Contact your local wing for the most current status of their prospective move date.

Why can't I have the #110 requisition?

Often we get service members calling and asking why they can not be approved for that #110 requisition when their PRD is the same as the take-up-month (TUM). The reason should be evident. When detailing to sea we do look at your PRD, but most importantly we look at your current NECs and deploying units around your PRD. We can also roll you three months early if needed to fill a priority or extend you up to four months at sea if needed.

If you are applying for a command that just got back off of deployment and there is a deployer that is deploying 1-3 months after you transfer, you will most likely go to the deployer. Not every billet can be the #1.

We consider the following: deployment schedule, manning level of the command prior to deployment, the availability of rollers to fill priority billets, cost of move or training availability if the billet requires an NEC that you do not hold. We are undermanned in a lot of paygrades so we have to utilize our assets and make the most equitable move possible for the service member and the fleet. Sometimes this means filling a billet that may not be one of the service member's choices. We always try to accommodate the service member's desires while, at the same time, maintaining fleet readiness.

When applying for a billet in JASS, be realistic. Ensure you leave as much information as possible under the remarks section concerning your desires, needs, and any other information we should know that may affect your next assignment.

*AMSC L. Kowalko
E1/E4 "A" School Detailer
PERS-404EJ2*

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think that you will be transferred early, fear not. Just because you pick the number one job does not mean that you are leaving early. When using JASS you should be looking at the top five or so unfilled jobs in each MCA for the type duty (sea/shore)

that you should be going to next. If you look at JASS and the job that you want is number 28 out of 30 and there are 25 jobs ahead of that one job that are not filled, you more than likely will not be selected for that job.

We need to focus our attention to the top of the JASS list to fill these jobs first in order to decrease detrimental gaps at all commands. Follow-

ing the advice above will give you a realistic expectation of JASS. When you come to the table with realistic expectations you will walk away satisfied with your next set of orders.

*AGCS (AW) Raymond Chappell
AG Detailer
PERS-404DH*

AO – Greetings from the Red Rock Corner

We receive several requests daily from Sailors for PRD adjustments, spouse collocations, termination of shore duty, and high year tenure waivers. The 1306/7 is the most common form we receive, but it is also the most frequently misused by Sailors and career counselors.

Frequently, we must return your request forms with no action because of simple administrative oversights. A few examples: The form is not signed by the commanding officer, not dated, wrong SSN listed, not signed by the member, or is not filled out completely.

If you have a request for BUPERS, make sure you work with your command career counselors to ensure that you are filling out the appropriate paperwork correctly. Before you sign the request, read it over carefully and make sure that you are asking for exactly what you want. It is the responsibility of the Sailors and their command career counselors to ensure eligibility for the request being made.

Remember to submit all requests in a timely manner. For example, if you are requesting to extend on sea duty, you should submit your request 12 months prior to your PRD. This will allow us to process your request and take appropriate action prior to your PRD. Once you are within nine months of your PRD, your job will most likely be found in the JASS system and your shipmates will be able to apply for it. Avoid this confusion – submit your paperwork early. Requests such as this are extremely important so don't let a late submission or an improperly filled out form result in further delay or denial of your request to BUPERS.

The detailing cycle is based on your PRD, not your EAOS. When your EAOS and PRD are matched, we need you or your command to notify us of your intentions,

PR – 'A' school assignment

Hello shipmates. I am PR1(AW) Bryant reporting from VFA-105, "The World Famous Gunslingers," where I enjoyed a very challenging and rewarding tour.

As the PR/PH/AG/AS "A" school detailer and women in ships assistant coordinator, I am looking forward to helping you make your career a rewarding one.

There are many outstanding Sailors out in the fleet and the competition is close. If you take on all

preferably six months prior to your EAOS. This allows us time to identify you as a PRD asset or a prospective loss to the Navy. If you are within your nine month PRD window and are not applying for jobs through JASS, we must assume you will separate at your EAOS. However, many times this is not the case.

If you are eligible for orders, we will have you under orders no later than three months before your PRD. This allows time for you to prepare to PCS, and it gives the command time to make the necessary personnel adjustments to compensate for your transfer. If we have not heard from a Sailor at the three month point (either by JASS, phone, e-mail, naval message, etc.), he or she will receive orders according to the priorities of the Manning Controlling Authorities. Remember, contact your detailer nine months before your PRD.

In the fleet, you continue to use that unbeatable AO work ethic and the can-do attitude "red shirts" are famous for to get the job done efficiently and safely. Keep up the outstanding work. We look forward to hearing from you. In closing, we wish everyone a belated "Happy holidays."

From the corner!

*AOCM(AW) L.A. Adkison
AO E7- E9 Detailer
PERS 404CR
AO1(AW) R.L. Robbins
AO E1-E6 Detailer
PERS 404CR2
AO1(AW) R. Saintamour
AO E1-E6 Detailer
PER 404CR1*

assignments with a winning attitude, form good study habits, and continuously seek "on the job training" (OJT) you will ensure a quick path to advancement.

*PR1(AW) Cheryl Bryant
"A" School Detailer
Women In Ships Assistant Coordinator*

PR – Type 6N neutral duty now Type 6 shore

A policy change was announced in NAVADMIN 133/97. It states that all overseas Type 6N (neutral duty) converts to Type 6 (shore) effective 01 January 1998.

All personnel reporting prior to 9801 will be counted as neutral duty. Personnel reporting onboard after 9801 will be counted as shore duty.

High year tenure waivers

Recently I have been receiving calls requesting HYT waivers to shore duty. I will only recommend HYT waivers to fill critical sea billets in the same geographical area. If you desire a HYT waiver, submit the waiver request to PERS-254, with strong CO endorsement. I accept and recommend only the best candidates. I'm looking for quality not quantity. Submit the request at least 12 months prior to your HYT date. I cannot assign follow on orders until the waiver has been approved.

Fleet Reserve requests

There is a time in everyone's career when they must make a

decision to either take on that next challenging assignment or, if eligible, submit a Fleet Reserve request. I know for many this is not always an easy decision. It is not a decision that can be made overnight. Therefore, I would like to provide you with some guidance that may be of help. I do my best to meet the needs of the fleet, and accommodate the date of your request. Unfortunately, this is not always possible and I have to disapprove requests or defer a retirement date. A few requirements that absolutely must be fulfilled are:

Must have completed 20 years creditable active service (active day for day service, including constructive service credit earned through 31 December 1977) on date requested for transfer to the Fleet Reserve.

Completed a two year minimum activity tour (MAT) on board current permanent duty station or the prescribed DOD area tour, whichever is applicable.

Fleet Reserve requests must be received by PERS-273 not less than six months and not more than 18 months in advance of requested date. Members currently in receipt of PCS orders are not eligible to submit Fleet Reserve requests. Extensions to PRDs greater than six months to

allow member to meet the retirement eligibility date will not made.

Before submitting an application (NAVPERS 1830/1) to transfer to the Fleet Reserve, thoroughly review MILPERSMAN article 3855180. Being familiar with the requirements in this article, and ensuring your request is in compliance, will save time and frustration.

I suggest you submit your request at least 12 to 18 months before your requested Fleet Reserve date. This will provide me with ample time to plan for our rates' manning needs and hopefully ensure a favorable endorsement in support of your request.

Here are the current sea-shore rotations for the rating by paygrade:

Rank Sea-Shore

E9 36-36
E8 36-36
E7 36-36
E6 45-45
E5 45-36
E4 & below 48-48

*PRCS (AW) John Harpersberger
PR Detailer E1-E9
PERS-404DM*

PH – Making that ‘detailer call’ easier

I’m PHCS (SW) Nocciolo reporting aboard from the Naval Media Center in Washington, DC. I am sure the entire PH community wishes PHCM Salmons best wishes for his new career as he transfers to the Fleet Reserve as well as thanking him for four outstanding years as our detailer. I will do my best to uphold the high standards that he and his predecessors have set.

Speaking to the detailer, especially the first time, can be very stressful. Your negotiations can be easier and more satisfying by taking a few preparatory steps before you pick up the telephone.

First, decide on your ultimate request; location or type duty. Discuss the upcoming PCS transfer with your spouse prior to calling the detailer. If spouse collocation is involved, both you and your spouse must submit a 1306/7 requesting collocation duty.

Discuss your upcoming transfer and career plans with your Command Career Counselor as well as your

chain of command. They have a wealth of information and experience readily available. This will enable you to make a sound decision concerning your next assignment.

You should also check your PRD in the command’s EDVR. Transfers are governed by your PRD, not by your EAOS. Negotiations for transfer do not start until nine months prior to your PRD.

Once you do contact me, don’t hesitate to ask questions. I can’t tell what is on your mind unless you communicate your thoughts. I may not always have the answer readily available, but I probably know where to find the answer. Also, if you are offered an assignment, but you wait a few days to accept it, don’t be surprised if that requisition has already been filled. I won’t “hold” billets on the basis that a person *might* call back.

I will do my best to satisfy your request and the needs of the Navy. In order to do this, you must allow

yourself flexibility when negotiating orders. Orders are written based on the priority of billets, consideration of PCS funds, and fleet balance.

On another note, applications for the Motion Media director course (8144) and the Photographic Journalism course (8148) are due in February. If you are considering applying for either of these two programs, and your PRD is in the nine month window now, let me know. I will wait for the results to be published before we negotiate orders. If you have never thought about one of these excellent courses, check with your career counselor and see if you qualify.

I look forward to working with you.

*PHCS (SW) Valorie Nocciolo
PH Detailer
PERS-404DL*

AZ Detailer – Hail ‘n farewell

I conclude my tenure as senior AZ detailer and my naval career with mixed emotions. It’s not easy to say goodbye to the Navy community, a group of people I’ve been with for most of my adult life, yet I look forward to the future with eager anticipation.

In February, the long distance turnover with my relief, AZCS(AW) Steve Spence, begins as he reports to Millington, TN. Senior Chief Spence comes to BUPERS from NAVMASSO neutral component in Chesapeake, Virginia. His previous tours include COMCVW-1, COMATKWINGLANT, VA-65, NAS Guantanamo Bay AIMD, and VF-171 Detachment Key West.

Thank you all for your support over the past three years. You’re a super group of folks and it’s been a pleasure working with you. I especially thank the true patriots among you who “rogered up” and took the tough jobs when I needed you. Your cooperation and sacrifices

made my job a lot easier. Take care ... be safe

*AZCM(AW) D. Donovan
AZ E6-E9 Detailer
PERS-404DK*

E1-E5 detailer – Misconceptions

I hope you and your families enjoyed the holiday season. I would like to spend a few minutes addressing common misconceptions I hear while talking to folks in the fleet.

The detailing window

Quite a few Sailors contact me either by phone or by applying in JASS for billets while they are still ten months or more from their PRD. You enter the detailing window on the first requisition of the month that is **nine months**

Continued on page 41

before your PRD. See the back page of this publication for the exact date you enter the nine month detailing window based on your PRD.

The real deal on “up” or “down” one paygrade

While detailers must occasionally use personnel in a lower or higher paygrade to compensate for an inventory shortage in another paygrade, this is the exception and not the rule. Call me to discuss your particular situation before entering JASS applications for billets outside your paygrade.

Coast-to-coast moves

Manning levels between the manning control authorities (CINLANTFLT, CINPACFLT, BUPERS) fluctuate based on a variety of factors, including separations and advancements. As this occurs, detailers must maintain balance between these three manning control authorities (MCAs). Before a detailer can consider a Sailor for a move from one MCA to another, the prospective MCA must be manned at least six percent below the transferring MCA for that rating, paygrade, and sea/shore type. If that criteria is met, detailers must submit a cross country waiver request through the chain of command to gain approval to make a move between MCAs. Due to PCS funding constraints, coast-to-coast moves are authorized

only if there are no other alternatives to correct fleet imbalance. For those of you who wish to move from one coast to the other, please understand that although I’ll do everything I can to make it happen, there are strict guidelines I must adhere to in order to maintain fleet manning levels.

Obligated service (OBLISERV) requirements

Ninety-seven percent of the orders I write are for personnel who do not have enough obligated service remaining to complete a minimum activity tour of 24 months. If a reenlistment or extension is required to obtain obligated service, a statement to this effect appears in your orders. In this case, obligated service must be obtained within 30 days of receipt of the orders. Remember to reenlist or extend in a timely manner.

And, finally

Congratulations to newly advanced AZs. You’ve worked hard for this; enjoy the moment and then start moving toward the next paygrade.

*AZC(AW) P. Vyce
AZ E1 - E5 Detailer
PERS-404DK1*

Communicating with your detailer

Here are a few tips on communicating with your detailer.

First, ensure that you make contact with the detailer at the nine month window. This may be accomplished via phone, e-mail, 1306/7, by JASS if your rating is online, or even a personal letter. The point is – communicate. Let the detailer know what your desires and goals are.

How do I prepare for my detailing process? Talk to your chain of command and your divisional and departmental career counselors. Discuss your goals and what you would like to get out of your next assignment. Personal and professional growth should be the focus of each assignment. Also discuss your desires and goals with your family. If you are married, your spouse should play an important role in your decision.

Next, prepare your call sheet. Have your social

YN, JO, RP – Shop changes

Greetings, I am YNC(SW) Lee Nobles. I would like to take this time to congratulate all those who were recently advanced in rating. Well done!

Recently there have been quite a few changes in the YN, JO, RP detailing shop. With RPCM(SW/AW/FMF) Evangelista taking a new job, YNC(SW) Honecker has become the new RP detailer and I have taken over JO detailing. We continue to detail the YNs.

If you are having difficulty getting through on the phone, e-mail is another means of communication we have available. This is great for those of you who are overseas as it is difficult for us to keep in touch due to the time differences. However, I would offer a few tips when sending e-mail. First, be brief, state the problem up front, what you want and then hit the send button. Second, wait for us to respond to you, getting three duplicate messages on the same subject just ties up the system. Last but not least include your SSN without it we can not answer your questions, and be sure to use military

security number ready when you call. Write down questions you and your family may have for the detailer before you call. This gives the conversation a logical progression and you don't think of that last question right after hanging up the phone.

Keep in mind that the detailers have rules and regulations that must be adhered to. You may prepare yourself by reading the chapter on the enlisted assignment system in the Enlisted Transfer Manual.

Be flexible. Detailers are always willing to work with you to the best of our ability. Remember, we have billets that must be filled.

We are the U.S. Navy and we are about ships and sea duty. It is what we do. The needs of the Navy and service to country are also important parts of the detailing process. A successful detail calls for patience and flexibility. Go for the billets that are going to put you in the driver's seat for promotion, personal and professional growth.

*NCCM(SW/AW/FMF) Michael E. Breh
NC, LN, DM Detailer
PERS-405CG*

protocol the e-mail is not a chat room.

If you are calling and are sent to voice mail, leave only one message. With the new phone system each detailer can talk to one person and have another on hold. If both phone lines are tied up you will go to voice mail, we make every effort to call you back. When leaving a message please speak slow and clear and be sure to include in your message your name, SSN, and phone number.

As some of you are probably

Continued on page 43

PN(E5-E6) – Terminating shore duty

Requests for termination of shore duty have been submitted specifying a desire for a particular sea duty assignment. When submitting of NAVPERS1306/7 for termination the following factors should be discussed with your career counselor.

Your command must accept at least a six to nine month gap on your billet.

Remember you are assign to a billet at the top of the requisition. Your detailer will advise you what billets are available to you. Always look at billets in JASS to see what is available prior to completing your request. ENLTRANSMAN ART: 3.17 refers.

*PNC(SW) Aimes
PN E5-E6 Detailer
PERS- 405CE1*

Recruit today - make a difference tomorrow

There have been a recent change to the ETM to allow admin ratings to become recruiters since some of the admin support billets at NRDs are being contracted to civilians. I would highly recommend this opportunity to become part of the solution of bringing in the next generation of leaders into our great Navy.

Check out some of the benefits of recruiting duty. Production (canvasser) recruiters:

- Receive an initial clothing allowance of \$300 when their tour begins.
- Attend five weeks of formal training in Pensacola. (former recruiters I know say this is the best goal setting and sales training they have ever had and have used it in other areas of their life after recruiting.)
- Are issued lap top computers.
- Receive \$375 a month Special Duty Assignment Pay. This pay helps, among other things, to offset the lack of commissaries and exchanges in many areas and loss of sea pay.
- Receive commuted rations.
- Great opportunities for personal awards.

YN, JO, RP – cont. from page 42

aware the Bureau is moving to Millington TN. This move quickly approaching and we will endeavor to make it as smooth as possible for you. The detailers are moving to Millington in a staggered rotation. (For example: While I am moving to

Millington, YNC(SW) Honecker will be taking my calls in Washington. I will set up and start taking my calls Millington. Next YNC(SW) Honecker will leave Washington and I will take his calls in Millington until he gets there.) Once we are in Millington we will again be making changes in

our shop as the new JO, RP detailer and YNCM(SW) Conna's relief will be onboard.

*YN(SW) Lee Nobles
YN E1 - E5 & JO Detailer
PERS-405CD4*

Deck

QM – Projected rotation date (PRD)

Your PRD is established when assignment orders are written. Your PRD is based on your paygrade or projected paygrade (in the case of being a selectee) at the time the orders are written and the distributable community in which you will serve at your new duty station. The PRD

- Are not subject to individual goals but instead contribute collectively to each recruiting station's goals.
- Wear working uniforms unless making presentations.
- Receive partial sea duty credit depending on recruiting area. For example, 24 months sea duty credit is granted for those who recruit in New York City; 18 months credit for Buffalo, Chicago, Detroit, Philadelphia & Pittsburgh; 12 months credit of Columbus, Indianapolis, Minneapolis, New England & Omaha.
- May meritoriously advance through E7. Actual advancement quotas are based on Recruiting District production.
- May petition to become members of the Career Recruiting Force after six months onboard and identified as a proven recruiter. BUPERSINST 113329B applies.
- May recruit in Puerto Rico, Guam, Virgin Islands, London (limited), & Frankfurt (limited) in addition to the US.

Remember whether you decide to volunteer to be a recruiter or not we are actually all recruiters for our great Navy - so get the word out in your community and show off your command and job to prospective Sailors and show them how you contribute to our nation's defense. Keep charging.

*LT Kay
Rating Assignment Officer
PERS-405C*

will not be affected by advancement or reduction in rate. A PRD will not normally be changed once established unless there is a change made to the sea-shore tours for the entire community.

	<u>Sea tour</u>	<u>Shore tour</u>
QMSN- QM1	60 months	36 months
QMC	48 months	36 months
QMCS/QMCM	36 months	36 months

*QMC(SW) Cochran
E1-E5 QM Detailer
PERS-405DE1*

*QMCM(SW) Shoemaker
E6-E9 QM Detailer
PERS-405DE*

Supply

From the branch head

Welcome aboard

On behalf of the BUPERS Admin, Deck, Supply Assignment Branch, we would like to welcome LCDR Sherman Danielson onboard as the supply rating assignment officer.

LCDR Danielson is reporting from the Naval War

DK – Preparation pays off

In today's leaner Navy, advancement will continue to be very competitive. Just doing the minimum to get by is a sure way to get left behind.

Advancement is based on longevity, awards, test results and performance factors. Studying well in advance of an examination is always prudent, but you need to do more.

When negotiating for orders, choose a challenging assignment. In a sea intensive rating, haze gray and underway is the best preparation for advancement.

In addition to working within

DK(E1-E5) – Choices

Your detailer normally receives requisitions nine months prior to the billet fill date. This does not include an unplanned loss for an activity, such as pregnancy or limited duty.

These billets are prioritized by the manning control authorities. The billets that are generally at the top of the requisitions are the future deployers, or current take-up month billets.

Next, remember that I not only have to fill my requisitions but I also have to provide you with career guidance. If you have a history of only Type 3 assignments, expect to go to a Type 2 ship INCONUS or Type 4 ship overseas. I must also balance your duty preferences, ENCORE retainability, priority of billets, NEC requirements (2905 school for all of you DK2s out there), spouse collocation requests, EFM issues, family size, and cost effectiveness. Remember that I have budgetary constraints so it is getting more difficult to switch from one coast to

College He previously served onboard USS Holland (AS 32), in Guam. He brings with him experience and knowledge of the supply community needed to serve you well. I know he will also enjoy the support and understanding of the entire supply community. Welcome aboard.

CDR B. D. Dunn

Admin RAO

PERS-405

week course)

The latter provides senior disbursing personnel with knowledge and skill to effectively perform the duties of an independent DK afloat. Completion of this course awards NEC DK-2905.

I look forward to detailing many of you in a higher pay grade after the next advancement cycle.

DKCS(SW) N. Denina

DK E6-E9 Detailer

PERS-405FE

your rating, strive to obtain a warfare qualification (ESWS, EAWS), and apply through your chain of command for a service school quota. The following courses are offered in both fleet concentrated areas at FTC Norfolk and FTC San Diego:

DK Milpay Procedures A-542-0012 (2 week course)

DK Travel Payments A-542-0013 (2 week course)

DK Fiscal Procedures A-542-0014 (2 week course)

DK Afloat Automated Pay Systems Specialist A-542-0015 (5

another.

Also be ready to commit to a set of orders. I must detail on a "first-come, first-serve" basis. I cannot hold a specific set of orders if you are not in your nine-month PRD window. If you select a set of orders, expect to go because once you tell me you want a set of orders, that is where you go.

Once you have your orders in your hand I cannot modify your orders in most cases without concurrence from the appropriate manning control authority.

Be flexible when you negotiate for orders. I wish I could send anyone where they desire to go, however right-sizing and needs of the Navy sometimes dictate otherwise. Waiting for the next requisition cycle does not change your PRD nor does it allow you to choose from more billets. The billets almost always stay the same for the take-up month that I need to assign you to.

If you have any questions, contact your command career counselor or myself by phone, SALTS, BUPERS Access, or message.

DK1(SW) B. M. Parran

DK E1-E5 Detailer

PERS-405FE1

SK – Career management

I'm SKCS(SW) E. M. Dela Cruz, your new SK leading detailer. I look forward to doing the very best I can in providing each of you the high-quality service and make our community even better.

As your detailer, I will help you (and that includes your family) get the assignment that satisfies your professional and personal needs, while also meeting the needs of the SK community and the Navy. I need your help to accomplish this. The task is difficult, but with open communications and a concerted effort by all, we will be able to maintain a well balanced and healthy community.

Let's work together by keeping me aware of your career goals and personal needs. We perform our mission at sea and ashore. Both offer

challenging, interesting assignments – I guarantee it. Just remember, keep swinging; we're bound to accomplish something.

Career management is a daily concern, and you're going to have some ups and downs. If you have sights forward, you are going to see those bad times pass and your goals accomplished. Beyond this, there are no black and white rules that outline a Navy career, only good advice. When SKs think of career management, the career path that comes to mind is sea duty, Type 3 and 6 duties, completing a shore tour then back to sea. Give more thought to different types of duty. CONUS sea duty, overseas sea duty, recruiter, or instructor duty are few examples.

CNO priority billets such as recruiting shows that you have the versatility and leadership qualities expected of senior petty officers and

chief petty officers. CNO has established recruiting as the highest priority shore duty assignment. Sure it's tough duty, and you may have heard of some negative stories. But have you also heard the good things?. Recruiting can be a rewarding tour and will give you an instant gratification and self esteem because you'll be helping the Navy enlist **only the best**. Last but not least, recruiting maybe that extra edge you need to become more competitive for advancement and be well ahead on benefits.

For more information, check the Enlisted Transfer Manual (TRANSMAN) Chapter 11 and contact your career counselor or detailer.

*SKCS(SW) E. M. Dela Cruz
Senior SK Detailer
PERS-405FC*

SH – 'C' school tips

Here are some tips on how to get a "C" school quota. Commands requesting a school quota should send a message to me at least 30 days prior to class convening date to ensure that the quota is available.

The following information needs to be on the message:

Member's name, social security no, command UIC,

class convening date and the NEC for that particular class i.e., ROM-3111, barber-3122, laundry/dry-cleaning-3154. After receiving your message I will send a message back to confirm your request.

For any questions concerning SH "C" school quota please don't hesitate to call or e-mail me.

*SH1(SW) Flores
SH E5/C School Detailer
PERS-405ED1*

Technical

From the Enlisted Community Manager

Radioman . . . bigger and better!

As we continue towards our 1 October 1998 merger date, the radioman rating has grown into an even larger community offering outstanding career opportunities in the technical fields of computers and communications.

On 1 October 1997, all RM and DP billets were coded as RM. More than 2,000 former data processing technicians (DPs) were integrated into the rating. This addition made the RM rating the third largest rating in the Navy behind HMs and MSs. Among the most exciting aspects of this merged rating are the various new technical training pipelines, or "C" schools, under development. So if you are interested in becoming a specialist in telecommunications, computer systems, networks, and command & control functions, RM will offer you a challenging and rewarding career.

As a CREO 1 rating, RM entry is open to qualified candidates (BUPERS approval no longer required) who meet the minimum ASVAB requirement of AR+VE=108 and security clearance eligibility. Attendance at the new 14 week "A" school in Great Lakes is valuable, but not mandatory.

Advancement opportunity through E5 has been

RM – Best career choice is sea duty

The ideal assignment for a Sailor graduating from RM 'A' school is a shipboard command. This is only possible 80 percent of the time due to the large number of requirements ashore and at isolated overseas stations.

Regardless of what the first duty station is, it is the goal of BUPERS to assign most first-termers to ships where they can gain valuable communication experience at sea.

Upon completion of sea duty after the initial enlistment, most RMs will be assigned ashore CONUS or overseas. Do not shy away from NCTAMS or NAVCOMTELSTAs. These commands offer an opportunity

to learn a variety of skills.

Your next rotation from shore duty as an RM2 or junior RM1 should be via 'C' school if possible.

Keep in mind NECs are requisition driven. If there is not a valid requirement for a specific NEC at your next duty assignment, fiscal constraints will not permit us to send you to school. Where you go next will depend on where your first sea tour was spent. A different class ship or a type 3 command might fit the bill. Diversity in assignments will give you a exposure to a wide array of equipment and duties. The detailer will follow guidelines per Enlisted Transfer Manual 3.01 and 3.02.

above the Navy average for the last two exam cycles (100 percent to E4, and over 50 percent to E5). Zone A SRB increased to 3.0 and we anticipate that SRB will be offered for many of the new NECs to help retain technically trained RMs.

A synopsis of each of the five new "C" schools online or in-pilot is on page 51 of the [previous Link magazine \(Vol 4/97\)](#). Four of the five schools listed offer training in computer information systems. As you can see, this computer emphasis favors the skills and experience of our former DPs who remain valuable to the Navy's information warfare future.

In this regard, I would like to highlight the Navy's immediate need for information system administrators (ISAs). While school sites at San Diego, Dam Neck, and Pensacola are in their infancy stage (June 1997 stand-up), fleet requirements are growing. Graduates of the school and other qualified candidates, who meet the criteria of **NAVADMIN 183/97**, will be awarded NEC 2735 (SRB level 1.5). Highly motivated E4 to E9 Sailors interested in increasing their technical credentials should request this school be included in their next set of orders, or submit a conversion package in accordance with the NAVADMIN.

CDR Jim Taplett

PERS-2211

RMC(SW)

Tim Martin

PERS-22111

Enlisted Community Managers

Rotation back to shore should be carefully thought out too. Now might be the time to try your hand as an instructor, a detailer, a recruiter or on a shore staff command (including NATO and joint commands).

Return to sea should be to an afloat staff. Billets are extremely limited (particularly at the E6 and above level). Competition to get the assignments are fierce. Often they are NEC driven (for example, 2318, 2319, 2301).

Advancement selection boards give great consideration to diversified assignment history. Now is the time to consider your career path, and help

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MN – You and the BUPERS move

If you haven't heard or just plain forgot, the Bureau of Naval Personnel is moving to Millington TN.

Having made several moves myself, I know that there will be something forgotten or an issue that will fall through the cracks. By direction from the front office, this will not happen! We are to ensure that this move is invisible to the fleet. Proper planning and providing the customer (you) with as much information as possible are the keys to success. If this wasn't challenging enough, my relief reports to Millington, while I remain in Washington, DC.

The move itself will take place in phases. Departments and desk codes will have designated dates when they are to be moved. At present, my desk code will move late June 1998 and my relief should be in Millington, TN by late February or early March 1998. I fully intend to provide my relief with a thorough pass down.

While I am still in Washington, I would like to write orders for all customers with PRDs 9812 or earlier (using the nine month widow). If your PRD is January 1999 or later, wait until this desk code moves in June to discuss

OS – Realistic expectations bring rewards

It is important to approach each career decision realistically. Our job as detailers is to fill billets with the best qualified sailors. The Navy has needs and our job is to balance what the Navy needs with the personal desires of our Sailors.

As the most recent addition to the OS detailing shop I can plainly view the detailing process from both sides. Not long ago I was onboard ship, wondering why I could not get replacements in time for work ups, and why the options my division members were getting when they called their detailers seemed limited.

The big picture is the Navy has changed and continues to adapt. Factors such as the Quadrennial Defense Review (QDR), ship decommissionings, home port changes, base realignments, and billet modifications have a

orders.

During this transition period, I will put Sailors with PRDs of January 1999 through March 1999 in contact with my relief in late May or early June 1998.

In reference to phone messages, my October-December 1996 *Link* article stated that I would return your call if you left a correct phone number and name. However, there are a few of you who either talk too fast or don't speak clearly and unfortunately I have been unable to return your call. So please, take your time and leave a clear message and I will return the call.

In reference to 1306/7 mistakes, please take another look at the January-March 1996 *Link*. I'm still receiving Enlisted Personnel Action Requests (EPAR) with mistakes. If you have not had a chance to review this article, please do so before you submit your next EPAR.

E-mail is very effective for communicating with me. My e-mail address is p406Em@bupers.navy.mil. Don't forget to check out, <http://www.navy.mil>, <http://web.bupers.navy.mil> for the most up to date information or <http://www.navy.cnet.netpdtc.mil> for the latest bibliographies. Have a great Navy day!

MNCS Frank H. Darnold
MN E1-E9 Detailer
PERS-406EM

direct bearing on your career options.

As mentioned before in *Link*, taking the tough jobs and excelling in them is the best way to advance. Start planning early to reap the benefits later.

If you want to retire from shore duty, extend at sea so that your rotation date allows this. If you are trying to advance, keep your head in the rate. Staying at sea is the best place to remain current in the rating and will assist you in getting the highest test scores for advancement.

When you contact your detailer for orders, explore your options. The number one thing to remember is if location is the most important issue to you then you must

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your RMSNs with theirs. As most of you know, I was selected for LDO. I report to USS *John C. Stennis* in March. It has been my pleasure to

serve as the E1-E6 Pacific Coast detailer. My replacement is RMC(SW) Francine J. Jubb. Give her the same support you gave me and she won't be able to ask for more. I look forward to seeing all of

you in the fleet in my travels. Best of luck to all of you. Keep charging.

RMC(SW) I. Washington
E1-E6 RM Detailer
PERS-406DR3

OS – continued from page 47

compromise on type duty.

Your detailer will do everything possible to support your homebasing desires. It must be stressed, however, that during your career you can expect to do at least two tours away from a fleet concentration area. If you are willing to pass on shore duty when eligible your detailer will try to place you in a sea billet with the most benefits. A member staying at sea is the best candidate for staff duty assignment, or training in a rewarding NEC field.

Our rating is sea intensive, this means those members staying at sea for more than their share can expect to reap the benefits of multi-platform assignments, specialized training, or assignments in specialized sea duty billets like joint staff, LCACs, and other special in rate deployable units.

When contacting your detailer for orders listen carefully to your options and be prepared to make a decision. Yes we work with a nine month window and within that window we have some flexibility on when you can transfer. Realistically speaking, you can expect to roll early from shore duty and late from sea duty.

Our manning numbers are just about where they need to be, however our manning at sea is most critical. Our best efforts are dedicated to filling sea duty billets prior to deployments.

That said, it is difficult to maintain the units readiness when transferring members prior to deployment. If possible members should plan on transferring after deployment. Members on shore duty should pick orders as early as possible because we must fill billets in priority order. This means the longer you wait the more short fused your transfer becomes and the more limited your options.

Many Sailors on shore duty try to hold out hoping something better will be offered and the realistic view is the first call early on provided the most options. The realistic view dictates a member will maintain world-wide assignability.

Buying a house just prior to negotiating orders is not realistic. You must remember we need to fill critical billets and find the best sailors for each position. Approach your career with eyes open and be ready to do your duty.

Your detailer will provide you with the best choices available with the understanding that you will be transferring somewhere you are needed. Billets are filled in priority

order. If you're rolling from shore duty and your first question is can you go to the ship going into the yards, or the one that just returned from deployment you aren't being realistic.

Too often we are forced to transfer members to units deploying in the very near future. Some of these short fused assignments could be prevented in the future if more members take a realistic approach to career decisions.

If you want to convert to another rating the timeframe to do so is when your sea duty obligation is complete or very shortly after beginning your shore tour. As a final thought if you are doing the right things:

Doing more than your share of demanding assignments.

Doing the job the best you can. Qualifying in areas above your paygrade, getting warfare qualified, and applying yourself to the job 100 percent .

Keeping abreast of rating changes and doing what is necessary to advance (If only one person is going to be selected you should do everything to be that one).

Support your command and be an asset for mission accomplishment.

You are bound to either advance via normal means or at the very least be on the short list for a command advancement selection with plenty of ammunition for your chief to fight with. Keep Charging!

OS professional GMT note

Often the detailers field the same questions again and again. Because every ship either already has e-mail ability or will be getting it in the future, I have decided to offer an e-mail list service, basically what I envision is for each OS divisional career counselor to be offered the chance to sign up for the e-mail list.

From that point they will receive information affecting the rating that can be used for GMT lectures, etc. This will be done informally and will not replace any other vehicle of disseminating information. It will serve to "Get out word" and hopefully augment information available from other sources. Divisional career counselors can join simply by sending e-mail to me requesting to be added to the list.

*OSCS(SW) TJ Otty
OS E5/E6 East Coast Detailer
PERS-406CQ2*

FC – Stand tall and be accountable

I would like to welcome aboard our two new FC detailers who arrive in March. FCC(SW) William Spinney, coming from USS *Bunker Hill* (CG-52) and FCC(SW) Freddie Strain, coming from USS *Arkansas* (CGN-41). They will go to Millington and help make our transition as transparent to the fleet as possible.

To ensure that you transfer on time, your PRD must be correct. It is your responsibility to verify that it reflects the proper sea-shore time on station. You must keep yourself current on the proper rotation for your paygrades.

First-term personnel will in most cases incur a 60 month prescribed

sea tour (PST) regardless of advancement or transfer to another command.

Second-term personnel E5 and E6 do a 48 month PST. All shore duty assignments will be a 36 month normal shore tour (NST).

If you have an Exceptional Family Member (EFM) you need to have all elements of his or her case documented and updated in accordance with PERS-662D8 guidance. This will help us provide you with a timely transfer to your next duty station and avoid unnecessary delays in writing and receiving your orders. You also need to ensure that your status is updated if your EFM is no

longer an issue for transfer.

Your career progression is your responsibility and there are numerous sources of information. We are always happy to answer questions for a career minded sailor and will gladly provide direction to help you achieve your goals. Past *Link* articles and your LPO and LCPO can provide a wealth of information as well.

You must be accountable for your actions or inaction whichever is the case.

*FCC(SW) K. S. Ross
E1-E6 FC PAC Fleet Detailer
PERS-406CF2*

GM – State of the rate

There are many questions about the combined GMM and GMG rating merger. On October 1, 1997 the GMG and GMM service ratings were disestablished and we all became GMs. GM billets are now completely NEC driven. A Sailor who was a GMM or GMG can now be trained to fill either a gun or missile billet. This will make the detailing process much easier for all concerned. If you do not hold a valid NEC (0812, 0991, 0989, 0981, 0877, 0878, 0879) it is time to consider requesting an "A" or "C" school quota.

Our focus for shore duty assignments continues to be recruiting, recruit division commander, and instructor duty. All shore duty eligible GMs (E5 and above) with six or more years of service will be screened for special programs. Now is the time to finish those ESWS qualifications. A GM who is not ESWS will not be considered for instructor duty. If you are finishing a four or five year sea tour and do not hold the ESWS qualification, you are not

the candidate we are looking for to teach our new gunners. We want the best to teach our new gunners and your shipboard experience is vital.

As always, you should begin your negotiations when you enter the nine month window. You can use the usual methods to contact us (i.e., phone, fax) or e-mail. E-mail is a very good way for deployed units to contact us as you do not have to get up a 3 a.m. to call. We look forward to continuing to serve you, and we are always available to answer your questions. Remember, it is your career, not ours. Planning is the key to success, when it comes to your next set of orders.

*GMCM(SW/AW) Abe Zino
PERS-406
GMCS(SW) Brian Hughes
PERS-406
GMC(SW) Thorne Froemming
GM Detailers*

STG, OT – Merger complete

The STG/OT merger is past CPA. Welcome aboard to all the “new” STGs. To assist in the transition to “one rating,” the following changes to job positions have been made:

STG (E7-E9)	PERS-406EU	STGCM(SW) ARCHER	DSN: 227-7653
STG (E1-E6 PAC)	PERS-406EU1	STGCS(SW) CURLEY	DSN: 227-7654
STG (E1-E6 LANT)	PERS-406EU3	STGCS WATKINS	DSN: 227-7656
STG Schools Coord.	PERS-406EU2	STG1(SW) CALVILLO	DSN: 223-3543

We’re still getting a lot of questions concerning training en route to sea duty or NOPFs. **Former OTs** (both OTA and OTM) can expect training en route to their first sea duty tour. This training is based on ultimate duty station (if known) and paygrade. Sailors in paygrades E4 and below normally attend a maintenance, operator pipeline, while personnel in paygrades E5 and above will attend the journeyman or master pipeline.

Sonarmen ordered to NOPF Whidbey or Dam Neck can expect to attend IUSS Supervisor (NEC 0505). Training is single sighted at SUBTRAFAC, Norfolk. Specific details of each pipeline can be obtained from any STG detailer and are based on class availability,

obligated service requirements and level of previous qualifications. For example, an a former OTA with Level I qualifications will not normally attend Advanced Acoustic Analyst (NEC 0450) training.

More questions concerning training and assignments? Contact us by phone or use our Internet e-mail address listed in the back of this *Link*.

STGCM(SW) Junic R. Archer
RAO & E7-E9 Detailer
PERS-406E & PERS-406EU

ET – Spouse collocation

Spouse collocation is a duty assignment process that provides for simultaneous location of military couples to the same geographic area. Guidelines for collocation are explained in Enlisted Transfer Manual, chapter 3, paragraph 3.21. Military couples desiring collocation should adhere to this guidance to ensure this assignment process goes as smoothly as possible. Some basic guidance follows:

Both members must submit a spouse collocation request to their respective detailer. Included with their request must be a copy of the other’s collocation request.

Collocation is the priority consideration of the assignment, not necessarily geographic location or duty preferences. Assignments are made to meet the needs of the Navy, although detailers will make every effort to meet the member’s request.

We do not keep one member on

sea duty to fill their spouse’s sea duty obligations. We are concerned for each member’s professional development and will adhere to current sea shore rotations for each member. Sea duty availability normally determines where the couple will be located.

Any request to BUPERS depends on you doing your “homework” and researching the various notices and manuals that apply to ensure your request is valid and correctly submitted.

Updating EFM status

If you have a family member enrolled in the EFM program ensure you update your status to PERS-641 via your command’s EFM coordinator. People often neglect to update their EFM status when they divorce, the EFM member leaves the household, or their condition changes in such a manner that would change their EFM category. Many things hinge upon your EFM status, not the least of which is your orders. If you

have not updated you may not transfer on time.

BUPERS is moving

As you all know by now your detailers will be moving to Millington, TN, in the summer of 1998. We will make every effort here in the ET shop to make this as painless as possible for you. Keep this in mind if you have a PRD between September and November 1999. You will be calling for orders to your next assignment at that time and you can help us greatly by doing your “homework” (as discussed earlier).

We have two new detailers coming aboard in March 1998. They are ETC(SW) Wade coming from the USS *Independence* and ETC(SW) Linsten coming from NAVCOMTELSTA Sigonella.

ETCM(SW) H. K. Long
ET Detailer
PERS 406DE

Medical, Dental

From the branch head

SpecOps corpsmen move to PERS-401

Special Operations Technicians (HM-8492/5326) and Special Operations Independent Duty Corpsmen (HM-8491/5326) are now detailed from PERS-401 Seabee/UDT/EOD/SEAL Assignment Branch. The HM-SEAL detailer will be a seasoned special operations independent duty corpsman who, at the time of this writing, has not yet been selected.

Until the new HM-SEAL detailer reports, and throughout the transition period, HMCS(SW) John Prus, PERS-407CH, will continue as the HM-SEAL detailer. The actual transition period of the HM-SEAL detailing function may take as much as three to five months due to the significantly long accession and fleet candidate training pipelines, and many continuing community management issues.

Although the detailing function will shift to PERS-401D, placement management at the Enlisted Personnel Management Center (EPMAC) will remain in Code 93. The BUPERS enlisted community manager function will remain with the HM/DT ECM, at N132D13/PERS-221O (accession and training requirements, advancement, sea/shore rotation, NEC management, many special pays, etc.)

The medical certification, training, clinical oversight, and medically related training requirements and issues will remain under the joint cognizance of the Bureau of Medicine and Surgery, Special Operations Command, Force

HM Transitions

With the coming move to Millington, there will be some transition in personnel assigned to PERS-407.

Senior Chief Manifold will departed with Senior Chief Sanderson reporting in June 1998 as his replacement. During the interim Chief Davis will assume the responsibility of the E5-E8 General Duty HM

sea/shore desk. Our Branch Head, CDR Carroll will turnover to CDR Marty Young in March of 1998 and our Rating Assignment Officer, LT Fredrickson will also turnover to LT Neal Lane in April 1998.

As I depart BUPERS for the sunny shores of Naval Hospital Guantanamo Bay, Cuba I would like

Medical Officer for Command, Special Warfare Command, and the HM-SEAL Enlisted Technical Leader, HMCM(SEAL) Andy Knoch. Until further guidance is provided, all personnel and assignment requests, and all availabilities (AVAIL) should continue to be forwarded to PERS-407CH.

This transition is so structured that the actual turnover of assignment functions should be relatively invisible to HM-SEALS. As the BUPERS move to Millington gets closer, new detailer information, telephone numbers, and e-mail addresses will be promulgated. For the most current information regarding this transition period, HM-SEAL personnel are directed to a number of sources: BUPERS Access, and the BUPERS and BUMED homepages.

The decision to shift the assignment function from PERS-407 to PERS-401 primarily resulted from the need to consolidate all SEAL assets to enhance unit and operational readiness. Other important reasons include to equitably assign all SEALs to paygrade, mentorship, leadership, and operator requirements within and amongst these units, to promote greater community integrity and unity, to facilitate a uniform alignment of career assignment patterns for all SEALs, and to achieve the greatest level of SEAL "Sailor" competencies throughout this elite force, while ensuring and preserving the opportunities for HM-SEALS to achieve dual career and training progression and advancement.

For further information, contact either PERS-407, CDR Ron Carroll, DSN 223-1925 or HMCS(SW) John Prus, DSN 224-6416, or PERS-401D, LCDR Steve Grzeszczak, DSN 223-1427.

*CDR Ron Carroll
Head, Medical, Dental Assignment Branch
PERS-407*

to introduce my relief as HMC(SS)Boss who will report in March 1998.

I extend my sincere thanks and appreciation for being able to serve all of you for the past four years. Good Luck

*HMC(SS/FMF) John Werner
NEC 8402,07,16,32,51,52
Detailer
PERS-407*

HM, DT advanced training

Your ticket to professional development, rewarding career opportunities

For fiscal years 1998-99, the HM and DT ratings continue to have excellent opportunities for career, professional and technical growth. We are always in need of eager, enthusiastic, and competitive Sailors who want to better their careers, themselves and their future. The following is a short list of the broad range of "C" school training opportunities available.

HM - Pharmacy Technician (HM8482)

Thanks to the assistance of command master chiefs and career counselors, we have many requests for this school. We still have many seats available for classes convening in July and September 1998 in NSHS Portsmouth, VA. As an additional incentive, selective reenlistment bonus was increased to 3.5 for Zone A and 1.5 for Zone B (effective August 1997).

HM - Surgical Technician Subspecialties (HM8445/HM8446/HM8486)

Ocular Tech (HM8445), Otolaryngology Tech (HM8446), and Urology Tech (HM8486) are special-

ized follow-on clinical training opportunities for those who have completed Surgical Tech (HM8483) training pipeline.

These schools allow for enhanced subspecialty and clinical training which provides for a multidisciplinary approach to individual capability, certification, and assignment opportunities. If you are a surgical technician (HM8483) and have completed your minimum activity tour, this is your opportunity for a change of pace and additional training in the surgical field.

We still have seats remaining in FY98 for ocular, ENT, and urology classes. If you have not completed the HM 8483 training, but you are interested in one of these surgical technologist subspecialties, you can still apply.

Upon selection, you will be assigned to your choice of subspecialty training via Surgical Technologist HM 8483 training. Ocular and ENT candidates will go to school in NSHS San Diego while urology candidates will go to NSHS Portsmouth. Current selective reenlistment bonus (effective August 1997): HM 8483, Zone A 1.5; HM 8445 and HM 8486, Zone A 1.5, Zone B 0.5; HM 8446, Zone A 1.5, Zone B 1.0.

HM - Radiation Health Technicians (HM8407)

Radiation health technicians are responsible for conducting radiation surveys, monitoring radiation exposures, directing and administering dosimeter programs, and conducting training concerning radiation safety.

They serve onboard major nuclear combatants, as well as at overseas and CONUS medical treatment facilities. Radiation health technicians can also become Nation-

ally Registered Health Protection Technologists which may qualify them to secure employment in nuclear power plants and most major hospitals within the civilian community.

The school is in Groton, CT, and there are still seats available this summer, as well as in May and August of 1999. Selective reenlistment bonus (effective August 1997): Zone A 2.0, Zone B 1.0.

HM - Aviation Med Tech (HM8406)

We have streamlined the package submission for this "C" school for careerists for a limited trial period. Today, careerists E5 and above may negotiate, and be guaranteed their first duty assignment after training before going to school. Although we have had tremendous response we still have many seats continually available for qualified E5 and above personnel.

This trial program has proven most sought after by hospital corpsmen who have limited opportunities for sea or overseas duty. It is often the "notch" needed to enhance their advancement opportunity. This is a 10 week course of instruction in Pensacola, FL. For more information or negotiate follow-on tours, contact HMC(SW/AW) Raymond at DSN 224-2843 or commercial (703) 614-2843/4547.

Selected reenlistment bonus (effective August 1997): Zone A and Zone 1.0.

HM - Dermatology Tech (HM8495)

Dermatology Tech "C" school requests are normally screened only once a year. However, due to a projected decline in manning, class

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Schools – cont. from page 52

quotas have increased from one to seven per class for a total of 21 for FY98. There are still seats remaining this fiscal year. The next available classes are March and June 1998 in NSHS San Diego.

For more info contact your career counselor or “C” school detailee.

HM - Fleet Marine Force Reconnaissance Corpsman (HM8427)

Amphibious Recon Corpsman (HM 8427) - This NEC is open to Sailors in paygrades E1-E6. Individuals must have served, or be currently serving with an FMF unit. Earning the Marine Corps Ribbon is a real plus.

Only highly motivated and exceptionally physically and mentally fit need apply. Upon successful completion of training, RECON Corpsmen are assigned to FMF units worldwide. A selective reenlistment bonus, special duty assignment pay, and or special pays are authorized for Recon hospital corpsmen. For additional information, contact the Recon Enlisted Technical Leader, HMC(FMF/DV/PJ) Fitzgerald at DSN 365-2999.

HM - Advanced Biomedical Equipment Tech (HM8478)

The Navy Basic and Advanced Biomedical Equipment Technician (BMET) NEC 8478 & 8479 is seeking highly motivated hospital corpsman. This highly specialized technical training is held at U. S. Army Garrison, Fitzsimmons, Aurora, CO, “Home of the Rocky Mountain

Navy.” Training will conclude at this site at the expiration of FY98 and resume at Sheppard AFB, Wichita Falls, TX in FY99 for basic BMT and FY00 for advanced BMET.

E3 candidates are eligible for HM8479 training, and E4s may apply for HM8478 training.

Due to the transition to Sheppard AFB, the opportunity to proceed to advanced training has been significantly accelerated. If you desire to attend the advanced program this spring or summer, call today.

For the remaining classes this year, additional obligated service may not be required as long as you will have at least 36 months of obligated service upon date of graduation. Additionally, some candidates may be guaranteed to return to their current station upon completion of advanced training. Others yet may be assigned en route to their next duty station.

For those basic BMET who have completed the NEETS prerequisite courses to attend advanced BMET training, you may be eligible to attend advanced training and tutored to complete the NEETS correspondence courses concurrently. For those of you who may be considering reenlistment, there is a significant addition selective reenlistment bonus for advanced technicians in Zone B.

DT - Dental Administrative Tech (DT8703)

Squelch the rumors that this school is going away. As long as there are requirements in the fleet we will continue to train dental administrative technicians. Plenty of seats remain for FY98. Pre-requisite to training is Field Medical Service School (DT8707). The following classes still have quotas available: March, May,

July, and Sep 1998

DT - Basic/Advanced Dental Laboratory Tech (DT8752/8753)

Classes for FY98 will commence at the new training site in Wichita Falls, TX at the first of the year. For the basic school, class convening dates will be more frequent, but smaller classes. Still plenty of seats available. If you are interested in advanced training as a dental laboratory technician, visit your career counselor to see if you meet the criteria for selection.

There is a significant need for Advanced Laboratory training candidates. Are you an 8752 looking for a challenge and considering a career in the Navy? If so, training as an advance dental laboratory technician could be what you’re looking for. Selective reenlistment bonus (effective August 1997) for DT8753: Both Zones A and B is 1.0.

DT - Dental Hygienist (DT-8708)

The FY99 application date is quickly coming. Many who previously wanted to apply forfeited their opportunity because of waiting too long before getting their application packages completed (pre-requisite testing, transcripts, etc.) If you’re interested in a “C” school which provides an associate degree upon successfully completing a full-time course of study and internship from one of many selected civilian community colleges - this is it!

There are also many quotas available in other FY98 “C” schools, such as Electroneurodiagnostic (HM8454), Optician (HM8463),

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Schools – cont. from page 52

Medical Administrative Technicians (HM8424) and Advanced Laboratory Technicians (HM8506) “C” schools. It is not too early to submit your FY99 “C” school request. Select the training for which you qualify and apply soon.

If you don’t currently qualify for the school you want, seek counsel from one of the technicians at your activity, your educational assistance office, your career counselor, and/or your command senior or master chief.

Letters of recommendation and professional interviews really make a difference. They are required for HM8402/8425 packages. Although not required for other schools, they often break the tie between applicants, especially for schools with limited quotas. Command master or senior chief personal interview and recommendation make the package stand out from other qualified applicants. Additionally, an interview with a senior medical department representative within the same or related clinical specialty is a real plus.

Ensure your package is complete. Your command career counselor is the key to eliminating problems (disapproval or delays due to incomplete advanced training requests).

Physical exams

Copy of results of current physical exam (PE) must be submitted for HM8402 (submarine PE) and HM8425 applicants; Radiation Health PE for HM8407/8451/8452/8478/8479; Aviation PE (NAOMI endorsed) for HM8409 and HM8201/8401.

It also helps if current PE or fitness for duty determination is submitted for an applicant coming off LIMDU(Truly Fit For Duty and World-Wide Assignable). Check

CANTRAC for FALANT requirements.

PRT history

School applicants, at minimum, must have passed the most recent physical readiness test (PRT) cycle, and continually pass all subsequent PRTs to retain eligibility for advanced training. Medical waivers (M/MW) are not considered as passing last PRT. If member has history of PRT failure(s) during the four years preceding application, submit a copy of PRT folder or documentation of history of consecutive passes at least two) on PRT. If a member has series of M/MW, include a copy of current physical exam and/or reason.

High Year Tenure (HYT)

Applicants must be able to complete required obligated service for school per the Enlisted Transfer Manual (TRANSMAN), Chapter 7 (36 months from the graduation date for selected reenlistment bonus eligible NECs). PERS-2/254 has granted PERS-407 with temporary HYT waiver authority for qualified “C” school applicants not to exceed 10 years for E3 and 12 years for E4. This is to allow certain school applicants to complete required obligated service and not meant to take the place of HYT waiver submission for other reasons (to await advancement results, etc.).

All E3s applying for “C” school must include their latest Navywide advancement examination cycle profile sheet. Those not taking advancement examination when eligible, need not apply for advanced training.

ASVAB Scores

Per BUMED letter 1510, serial

535/96-5055 dated 10 July 1996, ASVAB scores are no longer primary determinants for school selections. Instead, “C” school applicants will submit other evidence of occupational aptitude, continuing academic achievement, performance, or motivation for training. Note: ASVAB score is still prerequisite for training programs not under the Navy medicine umbrella (HM8402, 8492, 8427, 8201/8401, 8493, or as otherwise noted within CANTRAC).

For a curriculum that requires mathematical calculations (8451, 8452, 8432, etc.), high school or college algebra with a grade of “C” or better or completion of mathematics, Vol I (NAVEDTRA 10069-D) is required. Check CANTRAC and or BUMED Program Guidance Messages for all academic pre-requisites, e.g., HM- 8505, DT-8708, etc.

HM and DT personnel already holding the (basic) NEC as a result of successfully completing a Navy school, and who have successfully performed in that specialty for a minimum of two years, are exempt of any ASVAB requirements to attend advanced training at non-Navy medicine “C” school programs.

Include copies of transcripts (high school, college, correspondence, etc.) to fulfill minimum prerequisites, as applicable, or to best reflect the member’s academic status, history, aptitude, motivation, and accomplishments. As always, performance, worldwide assignability, and physical, personal, and professional readiness remains key to “C” school selection. To the extent possible, all members selected to “C” school must attend and successfully complete Field Medical Service School (FMSS).

From the branch head

Careers are made through setting goals

It doesn't seem possible but we have gone through another tight fiscal year and we are only a few months away from our move to Millington, TN. We are working hard to maintain the continuity within the detailing branch. A few new detailers will be reporting directly to their new jobs in Millington. You won't even notice a change, except maybe for the new telephone numbers.

By now you should be noticing how easy it is to contact your detailer. Many of you are communicating with us via the Internet. That's great – it's easier for your detailer to “look you up.”

Please be sure to include your full name/SSN on your e-mail. Remember: the five Ws - who, what, when, where, and why. If you can fill in the five Ws, the detailer should be able to turn around an answer to you a lot quicker.

Stay tuned for the CT/IS/EW new WEB PAGE. Non-CT/IS/EW will also find this page helpful. Also on the Web page (now BUPERS ACCESS) are those ‘hot fill’ requirements. Command career counselors, don't forget to check these jobs. If you're not sure what you want and you are “just waiting” a little while longer, there

CTR Tech Ad – You control your future

Congratulations to the recently promoted petty officers. CTR community advancement looks good for the future. To be advanced, you should begin preparations now for the next test cycle. Test scores below 60 are a good indicator that you are not studying enough. Remember, this is your chosen profession and hard work means career success.

The CPO Selection Board is just around the corner, so now is the time to order and update your microfiche and ESR. Compare the microfiche against your service record to

ensure its accuracy. Submit required changes at the earliest opportunity to BUPERS to ensure entry into your microfiche. I recommend you reorder your microfiche about two months after you've submitted the updates to ensure it reflects what was submitted.

Keep selection board packages to a bare minimum; board members have a limited amount of time to review each package. Do send recently received awards and your latest evals. Don't send pictures, medical record info, LOC for your

may be a job on the ‘hot fills’ that will challenge you. Remember, if you get down to those last three or four months before your PRD, your detailer may be forced to make a decision for you.

I mentioned in my last article that duty station availability (requisitions) change constantly. The “snapshot” you see today (the reqs), may be gone tomorrow. Your detailer can not hold a ‘req’ forever. You should have a career goal or path in mind when you call, and be ready to accept those orders.

CO, XO, CMC, CCC help needed

We are seeing many Sailors come down to the wire, at their PRD or EAOS, and now refuse to obligate service for orders they negotiated six or seven months earlier.

Once orders are released, the prospective command is already planning for that Sailor's arrival. A sponsor has been assigned, future duties determined, etc. A last minute notification causes many problems, such as unfilled school seats, loss of limited PCS dollars and ultimately, a last minute scramble by the detailer to back fill that billet (again).

There are a lot of exciting and new challenges facing the CT, IS, and EW Sailors of the future. As new technology and equipment come on line, the Sailors need to stay current. Plan ahead. Set goals. And know your ratings' future.

*CDR M. Bryce
Branch Head
PERS-408*

spouse, or yard of the month certificates.

Remember your microfiche, ESR and board packages are a reflection of you; out-of-date information shows a lack of initiative which is not something the Navy is looking for in a leader.

The first hurdle, however, is the chief's test. You can't get to the board unless you pass the test.

*CTRCM(SW/AW) LeRoy Woodcock
CTR Tech Ad
PERS-221N5*

CTM – Understanding program requirements

Congratulations to our newest petty officers on their recent selections. Your hard work and dedication paid off.

Now is the time to forge ahead. Preparing for tomorrow's advancements starts today. Many of you have aspirations to become a chief petty officer, chief warrant officer, limited duty, or commissioned officer. Preparing for such advancement opportunities is a never-ending process. Get started today.

In this issue, I would like to discuss two items that seem to confuse a lot of our Sailors – the GUARD III program, and "twilight tours."

GUARD III

Many detailing conversations go something like this:

Sailor: "Well, I know I'm due for a CONUS assignment, and I'd really like to go to Pensacola."

Detailer: "Yes, you are due a CONUS assignment, but unfortunately, I do not have any requisitions for Pensacola."

Sailor: "Well, I want to GUARD for Pensacola then."

Now here's the question of the day. What's wrong with this statement? The answer goes something like this ... according to the Enlisted Transfer Manual (ENLTRANSMAN), NAVPERS 15909F, Chapter 8, section 8.01, all assignments must be to valid requirements and must be in accordance with the priorities established by the manning control authorities...

In a nutshell, this means if a billet or requisition does not exist, you cannot be detailed there. The

GUARD program does not preclude the detailer from following established procedures and directives when detailing personnel to their next duty assignment.

The next example pertains to Sailors who at the time of transfer are somewhere within three, but less than four years away from their high year tenure (HYT) date. According to the ENLTRANSMAN, members who opt to use their GUARD must agree to a minimum reenlistment of four years. If reenlisting for four years would cause you to go past your HYT date, then you are not eligible for a GUARD assignment.

Here are a few other highlights:

The first guaranteed assignment must be used during member's first enlistment.

Member's eligibility for a GUARD assignment remains unless the member is in receipt of orders, being processed for transfer to Fleet Reserve, or has an effective Fleet Reserve transfer date.

Guaranteed duty assignment is interpreted as being either:

- Type ship or type aircraft, or
- Homeport for sea duty, or
- Shore duty in a specific

geographic location (not duty station, but geographic location, i.e., Northeast, Southeast, Overseas Atlantic, etc.), or

- Split tour

NOTE: Coast to coast moves are not a guarantee under GUARD. The above cannot be combined on the contract. For instance, type ship cannot be combined with a homeport. One guarantee only is authorized.

Let me close this subject by saying the above examples are not all

inclusive of the GUARD III program. There are many more requirements that must be met in order to be eligible for a GUARD assignment. Please contact your career counselor and be aware of the requirements prior to asking for something for which you are not eligible to receive.

Twilight Tours

Put simply, twilight tours are reserved for those personnel who have completed 27 years of service.

Many Sailors call and state they are about to go into their twilight tour and want to know which of our more desirable duty stations are available. With HYT polices set as they are (E6 - 20 years; E7 24 years; E8 26 years), the only people who should be asking for details regarding a twilight tour are master chief petty officers.

In closing, I'd like to encourage all commands to adopt a policy of having their Sailors discuss career issues and options with their career counselors prior to contacting their detailer. Many of you know how frustrating it can be to reach me via the phone. While I'm pleased to help each and every one of you, time spent explaining routine policy issues directly impacts on the number of your shipmates who get the opportunity to talk with me. Having an understanding of the appropriate policies and guidelines can help expedite the process and improve your detailing experience! Take care shipmates.

Passing the torch

My name is CTM1(SW) Clarke, your new CTM E5 and below detailer. I would like to thank my predecessor, the former CTM1(SS) Jessup, for his dedication

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CTM Tech Ad – Looking to the future

One of the great things about being a CTM is our diverse career field. Many people ask what the future holds for the CTM rating, and while I don't profess to know all the answers, I do know it means different things depending on the area of expertise.

The best source of insight to the future is the "Updated CTM Vision" message from COMNAVSECGRU DTG 121300Z JUN 97. I will try to provide some insight by summarizing key points of that message in this short article.

Subsurface support

Our support to Sea Nymph is progressing well due to the dedication of the few remaining trained technicians who are serving in San Diego. This remains to be a challenge; but, looking ahead there will be new opportunities as the remaining 637 Class submarines are decommissioned.

For the rest of submarine direct support, there are system upgrades planned that will implement new equipment in a common architecture with off-the-shelf equipment. Generally, the systems planned for the future will be open architecture systems such as "VME/VMX universal chassis outfitted with various equipment plug-in configurations and interfaced with high powered workstations."

Collection/Special projects (CSU, Classic OWL, COMSAT)

Although there are "legacy" or "conventional" systems phasing out over the next few years, a number of the more advanced systems will continue to be as dynamic

as ever. In these projects, change is always ongoing, so technicians can expect to remain challenged.

Surface support

Many system upgrades are planned in this area as well. Upgrades include names such as COBLU, DF ECP, ACCES, SSEE Phase II increment D, and ADAS. Much like the Subsurface support, systems planned for the future will be open architecture systems such as "VME/VMX universal chassis outfitted with various equipment plug-in configurations and interfaced with high powered workstations."

Automated Information Systems (AIS) support

The biggest changes in this area are expansion of support to include both software and hardware. CTM personnel are filling Information Systems Administrator (ISA) roles, and will also be involved in Network Security Vulnerability Technician (NSVT) roles.

Additionally, there are other "computer science" roles that may include programming and other "Information Operations" jobs. As we expand in this area, our roles in network installation, hardware reconfiguration, and hardware and software problem resolution will continue to be challenging.

Communications support

As more advanced communications networking systems are deployed, personnel in this area will find more in common with the AIS systems support. As current communications integrate into the Defense Messaging

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CTM – cont. from page 56

and service to the E5 and below CTM community. Everyone at PERS-408 wishes ENS Jessup "Fair Winds and Following Seas."

Contacting the detailer

What is the easiest way to contact the detailer? That is a ques-

tion I have received quite often and the answer is via e-mail. Government access to the Internet is growing every day. Command career counselors with the capability of sending e-mail via the Internet can forward your specific questions to me via the Web. Sailors who access the Internet from home can contact me directly. However, if you choose to contact me directly, I ask that you inform your

chain of command (i.e., department or command career counselors) that you are communicating with your detailer. My e-mail address is: p408cf1@bupers.navy.mil.

*CTMCS(SW) J. WARRICK
CTM E6 - E9 Detailer
PERS-408CF*

*CTM1(SW) W. CLARKE
CTM E1 -- E5 Detailer
PERS-408CF1*

CTO TechAd – To the future and beyond

Congratulations to all of you who are wearing brand new stripes! Although the promotion picture is not as rosy as we'd like, things are looking better.

With retirements and TERA, promotion slots are increasing. Since we promote to vacancies, the picture is improving. Promotion will become a reality if you continue to study hard, work hard, and take the hard jobs.

We have come along way in the past couple of years. Schools have been revamped and many of the of the Automated Information Systems (AIS) functions have been taken from the field. If you are currently working in the AIS support role and have concerns about employing your skills at sea, don't be.

Technology at sea is similar to that ashore; in fact, your computer skills are in greater demand at sea.

The Navy is investing a lot of money in upgrading the fleet AIS capability. In order to use this technology effectively, we need you at sea.

Currently, 28 percent of CTO billets are in DIRSUP or PCS onboard ships. We project that number will grow to approximately 35 percent in the near future. What does that mean to you? You can expect to do one and possibly two PCS tours at sea during your 20 year career. I have over six years of sea duty experience and can attest to the fact that sea duty is definitely where the action is!

What does the future hold for us? By the time this article goes to press, we will have conducted our annual advancement-in-rate review as well as a review of the TACINTEL Operator Course at Corry Station, FL. The goal of the TACOP review

was to change the course to a tactical SI communicator course and to better prepare CTOs for sea duty. Stay tuned for more details in the next issue of *Link*. We will be conducting our Occupational Standards review soon and the Cryptologic and Intelligence Training Requirements Review (CRITRR) will follow in early summer. These reviews will help ensure that training is keeping pace with changing technologies and meets fleet requirements.

Keep up the good work, look for challenging assignments, and don't hesitate to call or send me an e-mail (p221n4@bupers.navy.mil). Keep charging!

*CTOCS(AW/NAC) Steve Jewell
CTO Tech Ad
PERS-221N4*

CTM Techad – cont. from page 57

System, many of the "legacy" systems will be phased out. I strongly recommend that personnel working in this specialty take advantage of opportunities offered to further their computer networking and telecommunications technology expertise.

Classic Wizard

Although this system normally would be grouped in the previous area, it is under going a separate transition process. Despite system transition plans, there continues to be a need to retain experience in this area. Training associated with this advanced system is valuable and plans exist to reinvest training into other areas requiring support for advanced computer processing and high speed network systems.

HFDF (RFD, Flaghoist, Centerboard, TAPROOT, HOST, LONGROOT, SHORTROOT)

There are plans for major upgrades in this area as well. These upgrades coupled with remoting concepts

have resulted in a diminished CTM billet base. The billet reductions and reinvestments equate to opportunities for retraining technicians working in this area. Equipment systems are also migrating to open architecture and common "off the shelf" equipment.

General Maintenance (Installations, Physical Security, Calibration)

Installation work will continue to be demanding and steady in the future. In the Physical Security area, closure of some overseas commands has resulted in some billet reduction. And in the calibration area, services are being done increasingly at larger facilities with activities becoming consumers vice providers of calibration services.

I hope this article has provided CTM personnel with some insight into changes coming their way. Use it to ask questions of your CTM supervisors as you plan your career progression. Do your best to remain in step with technology through study and technical training. Challenges remain but be assured that this rating will continue to offer outstanding opportunities for your future success.

*CTMCM J. W. Pardun
CT Tech Ad
PERS-221N3*

CTO – AIS availability

In the last year there has been a heightened awareness of training in Automated Information Systems. More CTOs are working in AIS. This topic opens up a lot of questions calls about what schools are available and what are the requirements to attend these schools.

Last year CTOCM Smith provided a listing of all the schools available to CTOs. This was an outstanding article. If you have not read it, go to your career counselor and get a copy of the Link for January - March 1997. I would like to expand on some of the training identified in that article. Specifically in the area of AIS:

DP-2735 Info Systems Administrator (ISA) (E-4 and above)

Manages network systems with focus on fault management, system management, configuration manage, performance management, security accounting and communications connectivity. CTOs will attend this course as a stand-alone training and as core training for the NICCS or NSVT schools.

Additionally, the ideal situation would be that you have at least one year experience in the 2735 background to be qualified to attend the next level of training.

Note: Check with your command training department for NAVADMIN 183/97, this NEC can be awarded if you meet the requirements from OJT experience.

CT-9302 Cryptologic Network/ Systems Administrator. (E-5 and above)

Taught at the University of West Florida in Pensacola, this course offers upper-level education for systems administrators and LAN managers. Graduates solve user system problems, install and maintain system software and participate in the configuration and installation of network systems.

Programming in the course requires students to have prior exposure to computer math and logic concepts.

CT-9188 Navy Integrated Cypologic Communications Systems Technician (NICCS). (E-5 and above)

You will be trained to be journeyman level in network planning and configuration, systems management, network hardware configuration, fault isolation and management of the TLCF and OPINTEL systems. Students must be qualified 2735 or 9302 prior to attending the NICCS course.

NEC 9547 Network Security Vulnerabilities Technician (NSVT). (E-6 and above)

Centered around the IW protect concept, NSVT teaches the technician to look at the “backside” of our systems, identified vulnerabilities and take necessary action to secure the network. Qualification in 2735 or 9302 will be required prior to this course.

CT-9301 Entry Level Programmer/Analyst. (E-4 and above)

You will attend classes at the University of West Florida. This course offers intensive education in multiple programming languages. As such, the course requires an extensive math background and an above-average aptitude/interest in computers and computer programming.

In closing, I would like to remind you that many factors determine whether or not you are assigned a school at transfer. The most important is the NEC coding on the billet to which you are transferring. I can not send you to a school if the billet is not coded for it. I look forward to talking to each of you. You can contact me via e-mail at (p408cg@bupers.navy.mil).

*CTOC(SW) J. Greenwell
PERS-408CG
CTO Detailer*

CTT – EFM updates

The Exceptional Family Member program (EFM) continues to be a problem for some Sailors. Recent problems have had a detrimental effect on the detailing process for these Sailors. For example, we've seen delays in orders, loss of orders (you could lose those great orders or school you once had), and delays in detachment dates.

Enrollment in the EFM Program is mandatory per OPNAVINST 1754.2 to identify long term medical and special educational needs of authorized family members prior to sponsor's projected date of rotation. The EFM Program helps to ensure members are detailed to areas where family special needs can be met and also refers families to other local sources of assistance to further meet their needs. Members are required to maintain a current EFM file and updates are required every three years or immediately upon a significant change in status of your exceptional family member.

General misconceptions

The EFM program **does not**:

- Preclude Sailors from sea duty, normal sea/shore rotation, or accepting unaccompanied tours.
- Affect a Sailor's deployment schedules.
- Mandate issuance of PCS orders.
- Replace overseas or isolated duty screening requirements.
- Affect advancements and career opportunities.

A good rule-of-thumb: Ensure your EFM status is updated prior to negotiating orders.

What's new ...

SPECWAR Coastal Patrol Boat (PC) billets are online. We are currently looking for several more candidates to fill these boats. Also looking for individuals to work in a support roll to the mission of each boat. The primary mission of these ships is coastal patrol and interdiction surveillance, an important aspect of littoral operations outlined in the Navy's strategy. "FORWARD... FROM THE SEA." They provide full mission support to Navy SEALs and other special operations forces.

These boats are located in

San Diego and Little Creek, VA. They are manned by CTT2s who will operate the PRIVATEER Tactical Threat Warning/Cryptologic System. Prospective candidates must be screened for this tour of duty. Tour length will be 36 months (no exceptions), one-for-one fill. PCS to ship. These Sailors will complete numerous shipboard qualifications (i.e., ESWS, CIC Watch Officer, OOD underway, weapons, etc....).

Billets (approx. five to eight) for the MARK V Special Operations Craft are expected to be online around FY-99. Individuals selected for these billets will be placed in a DIRSUP pool. The primary mission is insertion of Special Operations Forces (SOF), (SEAL combatant swimmers) into and out of operations where the threat to these forces is considered to be low to medium. They also support limited coastal patrol and interruption of enemy activities. All candidates will be screened in accordance with MILPERSMAN, article 1410385.

The MARK V boats will be located in San Diego and Little Creek, VA. And will be manned by CTT2s, operating the PRIVATEER System. Candidates must complete the nine week Special Warfare Combat Crewman (SWCC) Basic Training Course.

It is next to impossible to provide an all-inclusive list of all the places a CTT can go since we have numerous duty stations with only one or two billets. The following is just a guideline of possible available duties(not a complete list):

CTTCM (AW) T. Sampson
CTT Detailer/Techad E6-E9
PERS-408CJ

Type Duty	Short Name	Sea/Shore	Comments:
Ships	CVN 65 ENTERPRISE	2	BFEA
.....	CVN 69 EISENHOWER	2	BFEA
Squadrons	FAIRECONRON ONE	2/1	AIR/GRND
.....	FAIRECONRON TWO	4/6	AIR/GRND
DIRSUP	NSGD NCTS SAN DIEGO	2	BFEA
.....	DS ROTA	4	BFEA
.....	NSGA NORVA	2	BFEA/SUB
.....	NSGA PEARL	2	SUB
STAFF	COM 6 TH FLT	4	E6, E5
.....	COM 2 ND FLT	1	E6
Instructor	NSGA Winter Harbor	1	CLASSIC Wizard
.....	NTTC CS PNCLA FL	1	Basic "A" School

Note:

(1) There several overseas and stateside duty station that one may be assigned to, but the above gives you an idea of what is available for duty.

CTI - Language school quotas

Defense Language Institute, Foreign

Language Center FY-98 class quotas

Burmese Basic	980817	2
Cambodian Basic	980608	2
Georgian Basic	980706	2
Serbo-Croatian Basic	980604	1
Serbo-Croatian	980702	4
Conversion		
Tagalog Basic	980604	2
Thai Basic	980716	1
Intermediate Arabic	980813	1
Intermediate Chinese	980219	2
Intermediate Korean	980629	1
Intermediate Korean	980820	1
Intermediate Persian	980826	2
Intermediate Russian	980807	1
Intermediate Spanish	980430	2
Intermediate Spanish	980702	2
Advanced Arabic	980611	1
Advanced Korean	980820	1
Advanced Russian	980806	1
Advanced Spanish	980921	1
Arabic Refresher	980212	2
Arabic Refresher	980521	2
Chinese Refresher	980615	2
Hebrew Refresher	980601	3
Korean Refresher	980824	2
Persian Refresher	980518	2
Russian Refresher	980525	2
Russian Refresher	980824	2

If you desire additional language training, submit a 1306/7 and include your DLPT and DLAB scores. If you are interested in a language that is not listed or if your PRD does not match up with your desired class, you should still submit a 1306/7, as schedules change.

Quotas are available for Military Language Programs at the National Security Agency in Arabic, Chinese, Korean, Persian-Farsi, Russian and Spanish languages during FY-98 and FY-99. You must have a minimum 2/2 DLPT, be eligible for rotation to shore duty, and make a six-year commitment to

qualify for this highly-competitive program. Submit your 1306/7 and include copies of your last three evaluations along with your current DLPT scores.

Congratulations to our newly frocked petty officers. We have a great community with unequaled advancement opportunity - our folks are highly competitive in all special programs. Please take the time to visit your command career counselor and check out the many education and career opportunities available to you in the Navy.

Finally, I'd like to say "Welcome Aboard" to CTI1(SG) Murphy, lately of NSGA Medina Direct Support, our new CTI E1 through E5 detailee.

CTICS(NAC) E. Miranda

CTI1(SG) J. Murphy

CTI Detailee (E-6 through E-9)

CTI Detailee (E-1 through E-5)

PERS-408CE

PERS-408CE1

EW – Symposiums educational, informative

Congratulations to everyone promoted from the last advancement cycle. Your hard work, devotion to duty, and good study habits will always pay off during your naval career. Just a reminder, warfare qualifications will be mandatory for advancements in the near future. Remember, you are the major decision maker

when it concerns your career. Keep charging and get your pin.

Last quarter NTTC Corry Station hosted an EW "A" school and SLQ-32 Navy Training Plan review. The purpose was to reexamine current operational and maintenance requirements in the fleet, and modify training curriculums to meet current and future needs. The final objective was to use the latest technology available to put the best trained EWs out in the fleet. The results of that meeting will be forthcoming.

Some commands have hosted EW symposiums and working groups. Attendance has been great and not so great. These get-togethers are extremely educational and provide invaluable information concerning the latest trends and resources available within the EW rating. It also provides you the chance to share your input or have those pending questions answered. Plan

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IS – Change is good for us

The changes in our rating have been numerous this year, and the first two will have a lasting impact on all of us. First, ISC(SW) David Solak retired 31 October 1997. His service was long and honorable and we all wish him and his family the very best in the future.

Second, ISCS(AW) Patrick McNeil has arrived to relieve me as the IS detailer and technical advisor in October. Senior Chief McNeil comes to the Bureau from SEAL Team 5 in San Diego and will make the move to Millington, TN. The relief for Chief Solak has not been confirmed at this time, but will report to Millington and assume the duties there during the transition period.

The rating has undergone major changes that have affected each and everyone of us, whether it was the change in sea-shore rotation, TERA, or the increases in the Selective Reenlistment Bonus (SRB). What we sometimes forget is that changes make us change as well. All too often we spend too much time and energy complaining about the change rather than getting

“onboard” with it and making it work for all of us.

Some of the more important changes that affect each of us personally and professionally this year and into the future are:

Sea/Shore Rotation – This change was implemented to ensure the fleet units have the necessary manpower to meet Condition 1 and 3 watchstation requirements.

Homebasing – This change was implemented to assist our Sailors and their family members in stabilizing their personal lives. This in no way means that a Sailor will spend an entire 20 year career in one geographic area, as our billet structure will only support a limited amount of homebasing in the Norfolk and San Diego areas.

NEC awarding schools – The 3922 (NTCS-A Integrated Data Base (IDB) Analyst) and the 3923 (NTCS-A Strike Planning Applications Analyst) have been merged and the pilot course is scheduled to begin on 20 October 1997. This course will be taught on both coast school houses to ensure fleet quotas are met.

NEC 3912 (Support to Special Warfare) – Pilot course has been conducted in August 97 and the sched-

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EW – continued from page 61

on attending the next meeting in your area.

On a similar subject, I was fortunate to travel to Norfolk and Mayport, FL last September on a battle group detailing trip. I was disappointed that I only saw a handful of EWs in those major fleet concentrated areas. I invite all of you to come out and visit the next time I'm in your area, regardless if you are in your PRD window or not. I enjoy talking with everyone of you and hearing your concerns.

You should have heard by now that the Bureau of Naval Personnel is moving to Millington TN. I will be moving there in June 1998. For those of you on the East Coast this could be your last chance to easily visit BUPERS. You are more than welcome to come up and visit with your detailer and check out the

detailing process. For example: “Smart Ship” USS *Yorktown* recently made a port visit to Annapolis, MD and some of their “smart Sailors” paid a visit to BUPERS to check it out. Some even left happy with follow on orders in hand.” If you plan to visit us, please call before to make sure we will be in the office that day.

For you senior personnel, selection boards are just around the corner. Now is the time for all personnel eligible for advancement to order their microfiche and enlisted summary record (ESR) from BUPERS PERS 313, 322 respectively. You know what needs to go in your package to the board. If you don't, ask that chief “who's been there and done that.” Check back issues of the *Link* for helpful hints also. Sustained superior performance is the number one trait that the board looks for. That's all

I'm going to write about selection boards.

When sending e-mail to us please remember the five Ws -- who, what, when, where, and why. Including this pertinent information will allow us to understand your request and help us get a response back to you sooner. Senior Chief Jenkins' e-mail is **p408cl@bupers.navy.mil** and mine is **p408cl1@bupers.navy.mil**.

Always keep in mind that it is never too early to start planning your career. Your LCPO, LPO, or command career counselor can provide you with numerous resources to help you plan a successful naval career.

You don't always get through to the detailer the first time you call, so start your detailing process early in your nine month window.

*EW(SW) D. Foster
EW Detailer (E1-E6)
PERS-408CL1*

CTR – Detailing the ‘perfect balance’

When you call your detailer they will attempt to do three things:

- Fill the Navy’s open assignments
- Meet your personal needs or requirements
- Help manage your career.

This triad is never exactly even—sometimes the Navy’s needs will outweigh a Sailor’s personal desire for location, or to meet your personal requirements you may need to change career management plans. The order selection process requires a lot of “give and take”. Provide your detailer with good pertinent information so he or she can make the best selection for you and the Navy.

Assignments are made on some of the following factors:

PRD

PRD is extremely important, it is used to match up with gaining commands (Take-Up Month (TUM)). If you just came into the detailing window (8-9 months prior to PRD) we look at open requisitions around that time frame. As you wait, month after month, opportunities become narrower, based on priority. If you wait until four months out from PRD, you may be the only Sailor that can meet a specific billet or assignment—at that point your “offers” turn to “orders.”

Priority

Priority of a billet assignment is critical. Manning Control Authorities set the priority for billets to be filled. Priority is based on fleet balance, critical manning at a site, and TUM. This equates to the offers that will be available for you based on the fleet’s priority.

Career history

What you have done, or have not done, is used to determine your next assignment. If you possess the skill needed to fill a job which no other sailor in the PRD window can fill you probably will be a good candidate for that assignment. If you have never done sea duty and your rotation is OUTUS, you will probably be a good candidate for sea duty.

Training, NEC requirements

I would love to train “every Sailor every move”, but that is impossible due to available training dollars and school seats. We train to the next assignments requirement (ex. To obtain instructor training your next assignment must be an instructor.). In some circumstances, you may be ordered to an assignment requiring training and non can be offered based on lack of training dollars or school seats.

Personal preference

We will incorporate all of your personal needs and preference into our assignment process. Make sure we are aware of any special needs you and your family may have. Be flexible, if it is critical to get an assignment based on location (collocation, Exceptional Family Member, etc.) you may need to sacrifice on job preference, as we may need to sacrifice on the Navy’s needs.

Fleet balance and cost effectiveness

Cost will also drive your next assignment. If you are overseas in the Pacific area, it is more than likely you will stay in that area for your next tour—based on cost. If you really want to get to the European area from the Pacific you may want to try and take an east coast/DC or a ship tour and next shoot for Europe (all depending on your rotation).

Before calling your detailer, do some homework and discuss assignment options with your command career counselor and chain of command. Do not forget to talk with your spouse and family to get their input. After doing this, contact us.

We are eager to discuss available billets, answer your questions and commit to a set of orders. Remember, detailers do not “pencil in” anybody for billets, and will offer other eligible Sailors the same billets should you choose not to commit.

Detailing is timing. But if the billet you desire is not available or offered, be flexible and try something new and challenging.

*CTRCM(SW) John Doran
CTR Detailer E6-E9
PERS-408CH*

New surface ECM aboard

Hello fellow TARs. I am CDR Tom Barry, the new surface TAR community manager.

Given that the surface community will face many challenges as the Quadrennial Review (QDR) impacts ships and shore activities, my goal is to keep everyone informed of changes that could affect career decisions. The key will be meaningful, informative communications. My aviator counterpart, CDR Dean Marzetta and I will strive to communicate via NAVADMINS, *Link* articles, BUPERS bulletin board, e-mail, and phone lines.

Feel free to contact us early if you have questions.

Hospital corpsman (NEC 8424) – The TAR community has experienced higher than normal attrition from Independent Duty Corpsman (IDC) school. Reasons for this range from lack of clinical experience, to family personal problems, to possibly lack of motivation. Regardless of the reason, the end result is the same: the surface reserve force has a critical need to fill IDC corpsmen billets, afloat.

There is probably no more challenging or rewarding job for a

hospital corpsman than being the key medical representative on a ship. Frigates and mine warfare platforms offer great opportunities for TAR hospital corpsman. Since Sailors who complete tours as hospital corpsman IDCs are among the most competitive for advancement, I recommend that when contemplating the next career move, if qualified, you consider joining a highly competitive group of professionals by requesting IDC school, followed by a tour afloat.

TAR TERA – The FY99 TAR TERA program will be structured similarly to the one used for FY98. The NAVADMIN announcing this program will be released in January 1998. Approximately 70 quotas are allocated for individuals to retire early to pursue another career.

Critical ratings and NECs – We are still in urgent need of C-130 and P-3 flight engineers, MH-53 AMCM aircrewmembers and maintenance technicians, C-130 maintenance technicians, MCM ENs, MCM EMs, and BMs. Our ability to access prior service, highly qualified personnel will remain limited for FY98. In all ratings we have either a full complement or an excess of E6 personnel compared to billets authorized and in most ratings we have a shortage of E4 personnel. Unless you have a critical NEC, E6 applicants will not normally be selected. If there are any questions on specific community issues, please call CDR

Marzetta or myself, as appropriate.

There are urgent requirements for the following NECs: 4666, 4316, 4324, 7225, 8226, 8318, 8251, 8252, 8303, 8803, 8424. There are urgent requirements for the following ratings: AK3, AMH3, AT2/3, AW2/3, BM2/3, DP2, DP3, EM2/3, EN2/3, ET2/3, IC2/3, MS3, PR3, RM2/3, SK2/3. The critical NECs have a higher priority over our need for a specific rating. If you fall into one of the critical NECs listed in this article, please call the aviation or surface TAR ECM, as appropriate, before you submit your TAR conversion package.

For Sailors interested in applying for the TAR program, please call to obtain background information on your desired community. Consult the Enlisted Transfer Manual, chapter 22, for details in how to prepare your package; then mail it to PERS-913D. Status reports can be obtained through that office by contacting YN2 Langhorne, (202) 433-8661 or DSN 288-8661. CDR Marzetta can be reached at: (703) 614-6646, DSN 224-6646; FAX (703) 614-6502, DSN 224-6502; e-mail: p221s@bupers.navy.mil. CDR Barry can be reached at (703) 695-3905, DSN 225: FAX (703) 614-6502, DSN 224: e-mail: p221t@bupers.navy.mil.

CDR Dean Marzetta
PERS-221S
CDR Tom Barry
PERS-221T

IS – cont. from page 62

ule for FY98 classes will be out soon.

Source rating for SEAL/BUDs – With the new 3912 NEC course coming on-line, we will seek to be removed as a source rating for SEAL/BUD's. The

rating is already supporting special warfare through ISs stationed with the teams and the increase of NECs on the large deck units.

ISCM(SS/DV) S.J. Williams
IS E6 - E9 Detailer/Techad
PERS-408CD

Put in for my outfit

Snow shoes, shovel not required

Fed up with shoveling snow? Worrying about road salt damage to your car? Do you enjoy year round sunshine? If you answered yes to any of those questions, consider a tour of duty in south Florida.

Navy Recruiting District, Miami is looking for hot running Sailors (E5 and E6) to sell the Navy to other qualified young people. No duty in the Navy rewards

its top performers better than recruiting commands. Our headquarters is across the street for the world famous Doral Golf Course. We are responsible for 27 stations from Tampa to Key Largo, three stations in Puerto Rico, and a new station in open soon in St. Croix, Virgin Islands.

We are in need of a sharp E5 or E6 Virgin Islands native to recruit there. This critical billet requires prior recruiting experience, and you must be reliable, financially stable, and capable of working with little or no supervision.

If you're ready for a well-deserved break, contact Command Master Chief Runnels or Chief Recruiter Costello at (305) 591-8696, extension 141 or 114.

NRD Minneapolis – Challenge, diversity

Take up a different kind of challenge and join the dedicated Sailors of Navy Recruiting District, NRD Minneapolis – Challenge, diversity

Minneapolis in recruiting quality young people for service in the U.S. Navy.

Located in the land of 10,000 lakes, NRD Minneapolis has 46 recruiting stations in Minnesota, Wisconsin, and Michigan's upper

peninsula. Choose to serve in metro Minneapolis or Milwaukee, along the shores of Lake Superior, or in the moose country of northern Minnesota.

Recruiting duty gives you the chance to personally select the next generation of dedicated Sailors for the fleet. While on recruiting duty, you will receive sea duty credit, special duty assignment pay, special

clothing allowance, and the chance for meritorious advancement.

Come enjoy the many opportunities that life in the upper Midwest offers: hunting, fishing, boating, skiing, professional sports teams, great schools and much more.

For more information, call NCCS(SW) William Williams at 1-800-344-4312, or contact your detailer.

Bring the Navy to middle America

Choosing a tour of duty that separates you from your peers can be the defining move of a successful Navy career. By accepting orders to Navy Recruiting District (NRD), Ohio, you will have an opportunity to further your career while working independently. Recruiters receive \$375 per month in special duty assignment pay and are eligible for meritorious advancement under the Recruiting Incentive for Excellence Program.

In addition to these benefits, you will be working in the heart of America. NRD Ohio, based in Columbus, consists of 36 recruiting stations across the state and several counties in West Virginia. Two of the nation's most important interstate highways, I-70 and I-71, intersect in Columbus. We are located near the middle of middle America. That probably characterizes the Columbus area as well as anything. We're middle America with a bit of friendly attitude, and we think you'll like that attitude.

Many of the district's recruiting stations are in the Cleveland area, home of the Rock & Roll Hall of Fame and Museum. The Flats, the Indians, and the Cavaliers. NRD Ohio is looking for Sailors who are ready to show the Navy to middle America. For details, call our chief recruiter at (614) 469-6672, ext. 202.

USS *Supply* – The Navy's best kept secret

Experience sea duty aboard one of the Navy's finest fast combat support ships – USS *Supply* (AOE-6).

Homeported in beautiful Leonardo, NJ, we are just a few minutes by car from the hustle and bustle of New York City and a stone's throw from the sandy and serene beaches of the Jersey shore. Why not take in a Broadway show, enjoy a day in Central park or take a trip to the Metropolitan Museum of Art? Also, admission to both Yankee and Shea Stadiums are free with a valid military ID card.

GTMO security – *We are family*

Have you ever thought about going to an exotic Caribbean island where the weather is sunny and warm year round?

Guantanamo Bay, Cub, the Navy's best kept secret, has just that and much more. If you think you could enjoy fishing for jack, snook, tarpon, and sea bass just to name a few ... if mouth watering

cuisine, excellent DOD schools and recreational facilities appeal to you, ask for orders to Guantanamo Bay's Security Department.

You'll have the chance to train and quickly reach watch commander level. Our excellent harbor patrol division assists wayward vessels, enforces rules and regulations, and rescues iguanas and banana rats. Our patrol division covers approximately 45 square miles in a non-intrusive yet vigilant

atmosphere. The security department also supports your off-duty education goals by allowing time off if necessary to attend classes.

We take great pride in ensuring the safety and security for everyone on base. We are a family at GTMO and we take care of our family.

For information on our department or the base, call DSN 723-4604, commercial 011-53-99-4606, or e-mail us at n70@gtmo.net.

SIMA, NRMF, Ingleside want you

Excitement, challenge, ocean views, great fishing, diving and hunting in southern Texas and, most importantly, one of the best commands in the Navy. If these are some of the things you want from your next Type 1 (Shore Duty), then Shore Intermediate Maintenance Facility Activity (SIMA) and Naval Reserve Maintenance Facility (NRMF), Ingleside, TX is for you.

Ingleside is approximately 20 miles northwest of Corpus Christi on the Gulf of Mexico and 125 miles southeast of San Antonio.

As you can guess, NRMF has both TAR and active duty billets available. SIMA provides intermediate level maintenance to one MCS, 10 MCM, and six MHC

class ships. We need the best Sailors to fill specific billets for BM, EN, EM, HT, and MR. Other ratings needed are YN, RM, SK, IM, ET, GSE, GSM, IC, MM, and STG.

Naval Station, Ingleside is considered a critical housing area. However, if you're looking to buy affordable housing in a low cost area, this area is the place to do it. The cost of living for southern Texas is reasonable.

SIMA Ingleside is a fast paced command with a reputation for outstanding support to the Gulf Coast fleet. Off duty education is also available through many colleges and universities in the area.

If you're a superior performer looking for a challenging job, submit your duty preference and request SIMA, NRMF Ingleside. For more information, contact our command career counselor at DSN 776-4317, commercial (512) 776-4317.

If you're interested in a challenging and rewarding tour and an opportunity to work closely with some of the surface Navy's finest professionals, Supply may be just what you're looking for.

For more information, call our command career counselor at DSN 449-7516, commercial (732) 866-7516, or write to:

USS *Supply* (AOE-6)

FPO AE 09587-3037

Our e-mail address is usa@salts.icpphil.navy.mil

See the WestPac with VRC-30 Det FIVE

The Providers of VRC-30 Det FIVE are looking for highly motivated Sailors willing to join the team of the only forward deployed C2-A Greyhound detachment in the Navy.

Deployed in NAF Atsugi, Japan, our 60 Sailors provide carrier onboard delivery (COD) support for the USS *Independence* carrier battle group.

Recently, Det FIVE has been based in places such as Australia, Thailand, Singapore, Guam, Okinawa, Iwo Jima, Hawaii, and Korea. We also visited Sapporo, Hong Kong, Malaysia, and the Philippines. NAF Astute is only 25 miles from the beaches, Tokyo, and Mount Fuji.

Det FIVE has billets for AD, AE, AK, AMS, AMH, AME, AZ,

AT, PN, PR, and DK. For more information please call DSN 264-3370 (fax 264-3372). Our e-mail address is r0mkekei@cvw5.navy.mil. Or write us at:

Command Career Counselor
VRC-30 Det FIVE
Unit 25532
FPO AP 96601-6573

VR-52 – People are the squadron

Are you looking for a challenging and rewarding assignment? Look no further than VR-52, Naval Air Station Joint Reserve Base, Willow Grove, PA. We are 30 miles north of Philadelphia, the heart of America's history.

We fly passengers and cargo around the world on our four DC-9 aircraft. We support the DOD with some of the most professional Sailors in the Navy. Our squadron is unique since we have no regular Navy counterparts while our mission represents 100 percent

of the Navy's air logistic support capabilities. The citizen-Sailor of VR-52 is far more than a weekend warrior.

We recognize your commitment and are genuinely concerned about your advancement and recognition. We have TAR and Selected Reserve positions available in the field of aviation maintenance and flying. Positional billets include pilots, crew chiefs, loadmasters, and flight attendants.

Come join our team. For details, call DSN 991-6590, commercial (215) 443-6590. Visit our web site at <http://www.enter.net/~ghetto>

MPSRON THREE – unique sea tour

If you're an ambitious, goal-oriented Sailor looking for a challenging and rewarding assignment, Maritime Prepositioning Ships Squadron THREE may be just for you.

MPSRON THREE wants hard-charging fleet Sailors desiring exciting and adventurous sea duty. We offer an excellent opportunity for professional development and career enhancement, personal education (PACE), and chances to visit places such as Australia, Thailand, Japan, Singapore, Okinawa, and others. Add to that the vast outdoor activities in Guam and Saipan such as swimming,

scuba diving, snorkeling, windsurfing, boating, fishing, cycling, hiking, tennis, and much more.

MPSRON THREE is an operational staff with tactical control of eight commercially-manned ships specifically designed for supporting a U.S. Marine Corps Expeditionary Force or U.S. Army Heavy Brigade.

The Navy staff embarked on the flagship consists of five officers and 15 enlisted in ratings such as RM (E7 and below), ET (E6 and below), an SK2, a YNC, and a GMC. Our berthing and messing facilities meet merchant marine standards with each Sailor assigned

a private state room, shower, and head.

The squadron is administratively homeported in Oakland, CA but forward deployed to the Guam-Saipan area. Tour lengths are one year unaccompanied and staff members live onboard the ship during their tour.

If you are a mature, superior performer who desires a change, talk to your detailee. Eligibility requirements are in the Enlisted Transfer Manual, Chapter 3. A tour counts as Type 2 Sea Duty.

For details, e-mail us at MPS-3@smtpgw.msc.navy.mil. Join our winning team.

Enhance your skills, develop new ones at Naval Hospital, Twentynine Palms

For those hospital corpsmen searching for a duty station which will enhance your career while allowing you time to enjoy a sense of family and community, your search is over.

The staff of Naval Hospital, Twentynine Palms invites you to become a team member of one of the best little hospitals in the Navy.

We offer plenty of opportunity for staff members to enhance their skills or develop new ones. We work on a modern state-of-the-art facility which features clinical departments of emergency medicine, family practice, OB/GYN, pediatrics, orthopaedic surgery, general surgery, optometry, mental health, physical therapy, plus laboratory, radiology, and pharmacy.

Our patient base of about 26,000 people are comprised of both active duty and retirees.

During your leisure time you can enjoy hiking, rock climbing, spelunking in Joshua Tree National Park, or drive three hours to the casinos in Laughlin, NV. Winter skiing is less than 90 minutes away or if you feel like shopping or partying, nearby Palm Springs has

that, plus lots of celebrities.

One of the best things about Twentynine Palms is the small town atmosphere. You and your children can enjoy the extensive Little League program at the city park or take in high school sports. If you're spry enough yourself, there's an abundance of sporting activities available on and off base.

If higher education is your goal, the Copper Mountain Campus of the College of the Desert has classes ranging from health care to automotive repair. Many other institutions of higher learning offer courses on base.

If we have your attention, visit our home page at <http://www.nhpt.med.navy.mil>, or write:

Public Affairs Officer
Naval Hospital Twentynine Palms
Box 788250
MCAGCC
Twentynine Palms, CA 92278-8250
Our e-mail address is
tnpt1dmb@tnp10.med.navy.mil

Take the challenge of Camp David

If you're interested in a career-enhancing billet in direct support of the Commander-in-Chief, consider a challenging tour at the Presiden-

tial retreat in Thurmont, MD, 65 miles north of Washington, DC.

Primary selection criteria for this demanding assignment are maturity, superior technical competence, extensive in-rate experience, and a willingness to work hard.

Current billets available are: RP2, SK2, MSC, EA2, UT2, CE2,

CE1, EN2, and ET2.

Interested Sailors must be recommended by their commanding officer and submit a 1306 to the special programs detailer, or call YNCS McCarthy at (301) 271-1400.

NAS Whidbey Island seeks ACs

Are you a hard-charging career oriented AC1 or AC2? Would you like the opportunity to control some of the 230,000 aircraft operations that take place annually at NAS Whidbey Island's Air Traffic Control Facility? Would you like to join a team of premiere military and DOD civilian air traffic controllers in one of the Navy's most complex and demanding air space environments?

If you answer yes, then Naval Air Station Whidbey Island would like you to become a member of our team. If you are up for the challenge and would like more information about this dynamic facility, call ACCS(AW/SW) Robert Peddie at DSN 860-2132, commercial (360) 257-2132.

HMs -- See the future at NOSTRA

The Tri-Service Optician School (TOPS), Naval Ophthalmic Support and Training Activity (NOSTRA), Yorktown, VA is seeking highly motivated and ambitious hospital corpsmen to become opticians.

TOPS is the only military school which offers the Opticianry course. Our graduates are among the best trained opticians in the world. Although selection for the Optician School is very competitive and quota

driven, an average of 80 - 100 military students enter this highly technical field every year. The rigorous 24-week long course awards the HM-8463 NEC.

NOSTRA's mission is two fold: To fabricate high quality eye wear to active duty military members and qualified beneficiaries and to conduct Tri-Service Optician School.

Opticians have many opportunities in the military and civilian sector. You will be eligible for SRB up to Zone B and have an opportunity complete an Associate Degree in Opticianry at a local community college.

For details, see your command career counselor.

Experience the Orient at NPMOF Yokosuka, Japan

Located on the highest hill on Yokosuka Naval base, the Naval Pacific Meteorology and Oceanography Facility's (NPMOF) new building overlooks Tokyo wan (bay), SEVENTH Fleets' Forward Deployed Naval Forces and the rest of Fleet Activities Yokosuka.

Manned primarily with Aerographer's Mate (AG) Sailors, other rates stationed here are YN, STG, ET, DS and SK. The Facility also houses the World's Finest

Mobile Environmental Team (MET), type 4 sea duty.

Other sea duty opportunities for AGs in the area are on the USS *Blue Ridge* (LCC-19)/COMSEVENTHFLT and the USS *Independence* (CV-62) in Yokosuka, and down south in Sasebo is the USS *Belleau Wood* (LHA-3).

Other shore duty opportunities exist at the Facilities' four other weather detachments in Atsugi, Kadena, Misawa and Sasebo.

Some great liberty can be found just outside the gate. Located just south of Yokohama, Yokosuka is just a train ride away from Tokyo. MET

Yokosuka rides ships to almost every port in WESTPAC including: Hong Kong, Subic Bay Philippines, Singapore, Russia, China, Thailand and Australia to name a few.

For the shore side, there are many opportunities to "AMC" around the orient to locations such as Singapore, Okinawa, Guam, Hawaii or back to the states.

For more information on the command or Japan in general, check out the following web sites:

NPMOF <http://207.133.112.35/niprnet/homepage.htm>
CNF <http://www.navy.mil/homepages/connavfor-japan/>
CFAY <http://www.navy.mil/homepages/comnavfor-japan/cfay.htm>
CFAY hsg. <http://199.208.5.19/housing/>

or contact:

Command Senior Chief
NAVPACMETOCFAC
PSC 473 Box 68
FPO AP 96349-2902
dsn 243-7751
com 011-81-311-743-7751
email YO-CSC@fnoc.navy.mil

CTO, CTM, CTR, CTT, CTA

Univ. of W. Florida courses available

Are you interested in getting some top-notch automated information systems (AIS) education, an

Join the 'Fightin' 57'

Looking for a professionally challenging tour? The USS *Reuben James* (FFG 57) is the ship for you. Located at beautiful Pearl Harbor, she deploys routinely both to the U.S. West Coast and the Western Pacific. Favored ports of call include San Diego, San Francisco, Vancouver, Thailand, Singapore, and Australia. The *Reuben James* boasts an aggressive ESWS, Hand Clasp, Pace Educational Program, and in-rate training programs. We have weight and aerobic rooms, and a computer center that are available to the crew 24 hours a day. The current junior enlisted turnover rate is high with requirements for E5 and below Sailors in the OS, YN, PN, DK, DC, FC, GMG, GMM, GSM, MS, and RM ratings. If you want to improve yourself personally and professionally, join the "Fightin' 57" team.

MMCM(SW) Thomas J. Kuhn
Command Master Chief

SKs wanted

Are you a storekeeper looking for a change of pace. If so, Naval Security Group Activity, Pensacola is looking for you. NSGA Pensacola is looking for two inde-

pendent duty SKs (E5 and E6) interested in rewarding and challenging tours in procurement and material management.

If you're looking to improve your quality of life, Pensacola has great weather, beautiful beaches,

and outstanding golf. Off duty education is also available from three universities and a community college.

For information call us at DSN 922-6313, commercial (850) 452-6313.

SWOSCOLCOM – Center of surface warfare excellence

Looking for a challenging shore duty assignment? Interested in Instructor duty? Surface Warfare Officer School Command (SWOSCOLCOM), Newport, Rhode Island is looking for highly motivated Sailors to teach surface warfare skills to naval officers. Instructor duty at SWOSCOLCOM is an excellent way to remain tactically proficient and to qualify as a Master Training Specialist.

We operate and maintain seven state-of-the-art tactical trainers to teach tomorrow's Surface Warriors. Newport is located on scenic Narragansett Bay in southern Rhode Island. The approximate driving time from Newport to Boston is one hour and to New York

City three hours. There is easy access to all New England has to offer (skiing, historic sites, etc) and there are seventeen universities and colleges in the area easily accessible for off duty education. If you are an ESWS qualified FC, DS, EW, ET or OS looking for a challenging and rewarding shore duty assignment contact your detailer or FCC(SW) Mike McDowell at DSN 948-7130.

LT Gary Leigh
Code 36A
SWOSCOLCOM
446 Cushing Road
Newport, RI 02841
LEIGHG@SWOS.NAVY.MIL

Detailers' Directory

Enlisted Assignment Division

Unless otherwise indicated, all commercial area codes are 703

40	Director, Enlisted Assignment Div.	CAPT Owens	697-0375	227-0375
40B	Dep. Director, Enlisted Assignment Div.	CDR Jaynes	697-0376	227-0376
40DD	EEAP, FAP, EFM, CWI Specialist Asst	Ms. Leffler	693-0199	223-0199
40E	Detailer Trip Coordinator	AKCM Carreon	697-5053	227-5053
40F	Command Master Chief Detailer	BMCM(SW) Dobler	697-5031	227-5031
40HH	HUMS Reassignment/Hardship Discharge	YNC Crooke	614-1357	224-1357

Enlisted Community Managers and Miscellaneous

Unless otherwise indicated, all commercial area codes are 703

455E	BUPERS Access Technical Support	Ms. Beverly Essiet	693-6942	223-6942
	BUPERS Access	DP1 Boyd	693-6942	223-6942
	(Data Personal Acct/New User)	1-800-346-0217	614-3174	224-3174
	BUPERS Access (Data Command Rep)	1-800-762-8567	695-6900	225-6900
	Interactive voice Response (IVR)			1-800-951-NAVY
	World-wide Navy Locator Service		614-3155	224-3155
1023	BUPERS Home Page Technical Support	DPC Reese	695-5895	225-5895
00XCB	BUPERS/BCNR Coordinator	Ms. Cook	614-4297	224-4297
22	Director, Enlisted Plans & Career Mgt	CAPT Wolff	695-3936	225-3936
22B	Dep. Director, Enlisted Plans & Career Mgt	CAPT Sapp	695-3935	225-3935
221C	Aviation Mech ECM	CDR Clay	695-3806	225-3806
221D	Aviation Avionics /Aircrew	LCDR Hauke	695-3812	225-3812
221F	Surface Main Propulsion	CDR Lamboni	693-7234	223-7234
221G	Surface Hull/Electrical	LT Howell	614-6501	224-6501
221H1	Asst. Surface Combat Systems	DSCS(SW) Norman	614-6503	224-6503
221I	Surface Operations	CDR Taplett	695-3875	225-3875
221J	Submarine Personnel	CAPT Mathews	693-1441	223-1441
221K	Nuclear Programs	LCDR Wears	695-4449	225-4449
221L	Admin/Media	YNCM(AW/SW) Jenkins	697-2746	227-2746
221M	Special Warfare/EOD/Diver	LCDR Veazie	695-3914	225-3914
221N	Crypto/Intel/FRN Language	CDR Perlberg	695-3380	225-3380
221O	Medical/Dental	LCDR Dodge	695-3868	225-3868
221P	Legal/Law Enforcement	LCDR Sexton	614-0805	224-0805
221Q	Supply	LCDR Marler	614-6850	224-6850
221R	Seabees	LCDR Crum	614-6645	224-6645
221R1	Seabees	EACS(SCW) Lux	614-6645	224-6645
221S	TAR Aviation	CDR Marzetta	614-6646	224-6646
221T	TAR Surface	CDR Barry	695-3905	225-3905
223	Schools Planning	LT McGraw	695-6431	225-6431
223A	NEC Data Entry	Ms Herndon	695-8665	225-8665
223C	'A' School Program Mgr	Mr. Olaes	695-3953	225-3953
223D	'C' School Program Mgr	YNCS(AW) Birdsell	695-3957	225-3957
254	Head, Enlisted Favorable Separations/Reenlistments Mgt.	ENS Lafond	697-3800	227-3800
254A	Enlisted Favorable Separations	Mrs. Fry	614-1285	224-1285
254B	Reenlistment Mgt. (HYT/ENCORE)	Ms. McIver	697-3800	227-3800
255	Head Reenlistment Incentives Branch	LT Freeman	693-1329	223-1329
255B	Asst. Head, Reenlistment Incentives	YNC(SW) Smith	693-1330	223-1330
255C1	Lat. Conver./MA/NC/CLSD Loop NEC	YN3 Slayton	693-1339	223-1339

255C3	Forced Conversions, STAR, REGA	PN2 Lukasik	693-1328	223-1328
255C5	SCORE Pgm Mgr/LN/DM Conversions	YN3 Ramirez	693-1338	223-1338
255D	SRB	YN1 Lopez	695-0656	225-0656
	SRB fax		614-8413	224-8413
255D1	SDAP Section	PN1 Galit	693-1335	223-1335
271	Head Disability Ret/JIMDU	ENS Martinez	614-1116	224-1116
272	Head Officer Retirement Branch	CWO4 Abrams	614-2690	224-2690
273A	Early Retirement	YNC(SW) Williams	614-1584	224-1584
273	Head Enlisted Retirement Branch	Ms. Hall	614-1952	224-1952
313D	Microfiche Records	LT Stauffer	614-1315	224-1315
	fax ordering		614-8882	224-8882
321	Selection Board Support	LCDR Bertelsen	614-3105	224-3105
322	Head, Evaluations Branch	LCDR Burdick	614-1132	224-1132
333	Uniform Board	GMCM(SW) Montgomery	614-5075	224-5075
451D2	Overseas Tour Extensions Incentives	YN1(AW) Glasscho	695-1743	223-1743
451D3	Sea/Shore Duty Commencement Date	Ms. Gadsden	693-9910	223-9910
N123C	TAD/Joint Operations Advisor	CDR Terrell	693-2948	223-2948
N123C1	Overseas Screening	LT Mulligan	693-1188	223-1188

SEABEES (PERS-401C)

Unless otherwise indicated, all commercial area codes are 703

401	Branch Head	LCDR Crum	614-3606	224-3606
401C	Rating Assignment Officer	LT Taylor	614-3606	224-3606
401CC	All E8s & E9s	UCCM(SCW) Thomas	614-4564	224-4564
401CC1	All E7s /UCT	EOCS(SCW) Cason	614-4564	224-4564
401CD	CE/UT/MUSE E1-E6	UTC(SCW) Milligan	614-4564	224-4564
401CD1	CE/UT/MUSE E1-E6	CEC(SCW) Milletary	614-4564-	224-4564
401CE	BU/EA/SW E1-E6	BUC(SCW) Austin	614-4564	224-4564
401CE1	BU/EA/SW E1-E6	SWC(SCW) Thiedeman	614-4564	224-4564
401CF	EO/CM/E1-E6	CMC Keith	614-4564	224-4564
401CF1	EO/CM E1-E6	EO1(SCW) Hoskyns	614-4564	224-4564

Fax: DSN 223-7298 or commercial 693-7298

SEAL/EOD/DIVERS/SWCC (PERS-401D)

Unless otherwise indicated, all commercial area codes are 703

401	Branch Head	LCDR Crum	614-3606	224-3606
401D	Rating Assignment Officer	LCDR Grzeszczak	614-1091	224-1091
401DE	Special Warfare	ENCM(SEAL) Philpot	614-1091	224-1091
401DF	EOD	TMCM(EOD) Torres	614-1091	224-1091
401DC	Fleet Divers	BMCM(SW/MDV) Burgess	614-1091	224-1091
401DC1	Fleet Divers	HTC(SW/DV) Medonich	614-1091	224-1091
401DE1	In-service Recruiter	BMCS(SEAL) Williams	614-1091	224-1091
401DH	Schools Coordinator	BM1(DV) Ward	614-1091	224-1091
401DI	SWCC	BMCS(SW/CC)Brown	614-1091	224-1091

Fax: DSN 223-7074 or commercial 693-7074

ENGINEERING/HULL (PERS-402)

Unless otherwise indicated, all commercial area codes are 703

402	Branch Head	LCDR Benner	614-3012	224-3012
402C	Rating Assignment	LT Erwin	614-3012	224-3012
402CD	EM E7-E9/3M Coordinator	EMCS(SW)Rio	694-1856	223-1856
402CD1	EM E5-E6	EM1(SW) Bustamante	693-1859	223-1859
402CD2	EM E1-E4/Schools	EM1(SW) Deguzman	693-1857	223-1857

402CF	MM E8-E9	MMCM(SW) Van Hoose	693-1494	223-1494
402CF1	MM E7	MMC(SW) Taygon	693-1855	223-1855
402CF5	MM E6/'C' Schools	MMC(SW) Walton	693-1493	223-1493
402CF3	MM E5	MMC(SW) Piper	693-1497	223-1497
402CF4	MM E1-E4/Avails/'A' School	MMC(SW) Cooke	693-1496	223-1496
402CG	GS/GSE/GSM E7-E9	GSCS(SW) Wolfe	693-1867	223-1867
402CG1	GS/GSE/GSM E5-E6	GSMC(SW) Carbone	693-1868	223-1868
402CG2	GS/GSE/GSM E1-E4/ Schools	GSMC(SW) Hockensmith	693-1492	223-1492
402DC	IC E6-E8	ICCS(SW)Stark	693-1862	223-1862
402DC1	IC E5	ICCS(SW)Salter	693-1863	223-1863
402DC2	IC E1-E4 'C' Schools	IC1(SW/AW) Cole	693-9903	223-9903
402DE	MR/IM/OM/PM/ML E6-E9	MRC(SW) Burns	693-1864	223-1864
402DE1	MR/IM/OM/PM/ML E1-E5	MRC(SW) Harris	693-1860	223-1860
402DF	HT E6-E9	HTCS(SW) Warner	693-1877	223-1877
402DF1	HT E5/'C' Schools	DC1(SW) Garcia	693-1874	223-1874
402DF2	HT E1-E4/'A' Schools	DC1(SW) Ebron	693-5445	223-5445
402DG	EN E7-E9	ENCM(SW) Hall	693-1869	223-1869
402DG1	EN E6	ENCS(SW) Van Dyke	693-1870	223-1870
402DG3	EN E5/'C' Schools	ENC(SW) Sheldon	693-1872	223-1872
402DG2	EN E1-E4/'A' Schools	EN1(SW) Davis	693-1871	223-1871
402DI	DC E6-E9/'C' Schools	DCCS(SW) Watterson	693-1875	223-1875
402DI1	DC E1-E5/'A' Schools	DCC(SW) Walton	693-1876	223-1876

Fax: 693-1499

Switchboard Number: Commercial 703-697-4993 or DSN 227-4993

SUBMARINE/NUCLEAR POWER (PERS-403)

Unless otherwise indicated, all commercial area codes are 703

403	Branch Head	CDR Jones	693-1441	223-1441
403B	Asst Branch Head	LCDR Castell	693-1442	223-1442
403A	Admin Officer	YN1(SS) Tovar	693-7525	223-7525
403C	Rating Assignment Officer	LT Denson	693-1444	223-1444
403CB	Asst Rating Assignment Officer	MMCM(SW/AW) Chappell	697-6334	227-6334
403CC	Submarine/CNO Special Projects	ETC(SS) Lashua	693-1456	223-1456
403CD	Nuclear Submarine CPO	EMCM(SW) Beaty	693-1445	223-1445
403CE	Nuclear E1-E6/3353/63	ET1(SS)Walker	693-1446	223-1446
403CF	Nuclear E1-E6/3354/64	EMC(SS)Kertsen	693-1447	223-1447
403CG	Nuclear E1-E6/3355/65/Welders	MM1(SS) Ross	693-7762	223-7762
403CH	Nuclear E1-E6/3356/66/RADCON	MM1(SS) Reed	693-5180	223-5180
403CJ	Nuclear Surface CPO	ETCS(SW) Tosten	693-1450	223-1450
403CK	Nuclear Surface ET/EM E1-E6	EMC(SW/AW) Huether	693-1451	223-1451
403CL	Nuclear Instructor	ETCM(SS) McNally	693-1452	223-1452
403CM	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMC(SS) Wierbonics	693-1453	223-1453
403CN	MM(Aux) E1-E5	MMC(SS) Mildenstein	693-1454	223-1454
403CR	Nuclear surface MM E1-E6/ELT	MMC(SW) Ford	693-7760	223-7760
403D/E	Rating Assignment Officer	LCDR Castell	693-1442	223-1442
403DC	Asst. RAO(D), ET/332X-333X SWS	ETCS(SS) Innes	693-1463	223-1463
403DE	MT	MTC(SS) Muir	693-1462	223-1462
403DF	TM/MM (Weps)	MMC(SS) Roberts	693-1460	223-1460
403DG	FT	FTC(SS) Emry	693-1459	223-1459
403DH	STSCS(SS) Dawsonia STS E6-E9	693-1461	223-1461	
403DL	STS E1-E5	STSC(SS) Williams	693-5948	223-5948
403DM	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Cornwell	693-1465	223-1465
403EC	14ET SSN	ETCS(SS) Otto	693-1468	223-1468
403ED	14RM	ETCS(SS) Bryan	693-1469	223-1469
403EF	YN	YNC(SS) Fuller	693-1466	223-1466
403EG	MS	MSC(SS) Aumack	693-1471	223-1471
403EH	Asst. RAO(E) 14QM/COB	ETCM(SS) Nemeth	693-1467	223-1467
403EJ	SK	SKCS(SS) Phillips	693-1472	223-1472

403EK	141C	ETC(SS) Huddleston	693-1455	223-1455
403F	Rating Assignment Officer	Mr. Stafford	693-1474	223-1474
403FC	Nuclear Power/Training Coord/ Medical waiver/Volunteer Coord/ Sub Disqual/Conversions/Reinstatements	YN2(SS) Nelson	693-1477	223-1477
403	Admin Support	Vacant	695-5971	225-5971

Fax: DSN 224-8785 or commercial 614-8785

AVIATION (PERS-404)

Unless otherwise indicated, all commercial area codes are 703

404	Branch Head	CDR Lineburg	693-1370	223-1370
404C	Rating Assignment Officer	LT Bailey	693-1381	223-1381
404D	Rating Assignment Officer	LT Perry	697-6541	227-6541
404E	Rating Assignment Officer	LT Anderson	693-1400	223-1400
404C	Switchboard		614-8305	224-8305
404CE	AE E1-E6 East Coast	AEC(AW/SW) Strickland	693-1371	223-1371
404CE1	AE E1-E6 West Coast	AEC(AW) Gross	693-1380	223-1380
404CF	AV/AF/8300/ATCS/AECS	AVCM(AW) Thompson	693-1378	223-1378
404CR	AO E7-E9	AOCM(AW) Adkison	693-1386	223-1386
404CR1	AO E1-E6 West Coast/'A' School	AO1(AW) Saintamour	693-1387	223-1387
404CR2	AO E1-E6 East Coast	AO1(AW) Robbins	693-1388	223-1388
404CT	AT E5-E6	AT1(AW) Snyder	693-1374	223-1374
404CT1	AT A & C Schools	AT1(AW) Lariviere	693-1394	223-1394
404CT3	AT E1-E4	ATC(AW) Miller	693-1375	223-1375
404CT4	AT E7	ATC(AW) White	693-1376	223-1376
404D	Switchboard		697-6543	227-6543
404DE	AB E6-E9	ABCM(AW) Smith	693-1398	223-1398
404DE1	AB E5	ABHCS(AW) Madsen	693-1404	223-1404
404DE2	AB E1-E4	ABF1(AW) Junkin	693-1396	223-1396
404DF	AC	ACCM(AW) Field	693-1406	223-1406
404DG	AD E7-E9	ADCS(AW) Hodges	693-1413	223-1413
404DG2	AD E5-E6	ADC(AW) Hands	693-1416	223-1416
404DG3	AD E4-below/'A' School	AD1(AW) Adkins	693-1417	223-1417
404DH	AG	AGCS(AW) Chappell	693-1405	223-1405
404DJ	AS	ASCS(SW) Clemens	693-6741	223-6741
404DK	AZ E6-E9	AZCM(AW) Donovan	693-1401	223-1401
404DK1	AZ E1-E5	AZC(AW) Vyce	693-1399	223-1399
404DL	PH	PHCM(AW) Salmons	693-1403	223-1403
404DM	PR	PRCS(AW) Harpersberger	697-1350	227-1350
404E	Switchboard		697-4224	227-4224
404EC	AW	AWCM(NAC) McGiff	693-1382	223-1382
404EC1	AW	AWC(AW/NAC) Dickover	693-1383	223-1383
404ED	Aircrew IFT/EWOP/RM	ATCS(AW/NAC) Dobroth	693-1384	223-1384
404EF	Aircrew Designations	AMS1(AW/NAC) Barreras	693-1390	223-1390
404EG	SAR(Non-AW)/Utility Aircrew	AE1(AW/NAC) Carr	693-1389	223-1389
404EH	Aircrew Fit Eng/REEL Op/Loadmaster	AMCS(AW/NAC) Morgan	693-1385	223-1385
404EK	AME E1-E7	AMEC(AW) Ocampo	693-1412	223-1412
404EJ	AMS E6-E7/AM E8	AMCS(AW) Donate	693-1409	223-1409
404EJ1	AMS E5/NDI	AMS1(AW/SW) Brown	693-7527	223-7527
404EJ2	AMS1 E1-E4/AMS 'A' School	AMSC(AW) Kowalko	693-1408	223-1408
404EL	Aviation New Construction	ATCS(AW) Fisher	693-1393	223-1393
404EL1	Aviation New Construction	AZ2(AW) Schaefer	693-1407	223-1407
404EM	AMH E5-E7	AMHC(AW) Tennaro	693-1411	223-1411
404EM2	AMH E1-E4/AMH 'A' School	AMH1(AW) Cascarano	693-1410	223-1410

Fax: DSN 223-1392 or commercial 693-1392

ADMIN/DECK/SUPPLY (PERS-405)

Unless otherwise indicated, all commercial area codes are 703

405	Branch Head & MS RAO	CDR Dunn	693-1355	223-1355
405C	RAO /Admin Assign. Sec	LCDR Kay	693-1347	223-1347
405CD	YN E7-E9	YNCM(AW) Topping	614-6430	224-6430
405CD1	YN E6	YNCM(SW) Conna	697-2239	227-2239
405CD2	YN E5/RP	YNC(SW) Honecker	614-6427	224-6427
405CD4	YN E1-E4/JO	YNC(SW) Nobles	614-6428	224-6428
405CD5	Flag Writer Detailer/' A' School	YNCS Osgood	614-6435	224-6435
405CE	PN E7-E9	PNCS(SW) Hurt	614-6434	224-6434
405CE1	PN E5/E6	PNC(SW) Aimes	614-6426	224-6426
405CE2	PN E1-E4	PN1(SW/AW) Fields	614-6423	224-6423
405CG	LN/NC/DM	NCCM(SW/AW/FMF) Breh	614-6424	224-6424
405D	RAO /Deck Assign. Sec.	LT Jeremiah	697-1224	227-1224
405DC	BM E7-E9, Harbor Plots	BMCS(SW) Frazier	693-1348	223-1348
405DC1	BM E5 E6 PAC	BMC(SW/AW) McDaniel	697-2349	227-2349
405DC2	BM E4 below LANT	BMC(SW) Heffner	697-2352	227-2352
405DC3	BM E4 below PAC	BMC(SW) Thomas	693-6921	223-6921
405DC4	BM E5-E6 LANT	BMC(SW) Kritsanajootha	697-1223	227-1223
405DD	SM E1-E9	SMC(SW) Reese	697-1525	227-1525
405DE	QM E6-E9	QMCM(SW) Shoemaker	697-2496	227-2496
405DE1	QM E1-E5	QMC(SW) Cochran	697-1538	227-1538
405DF	MA E7-E9	MAC(SW) Conn	695-7593	225-7593
405DF1	MA E6 & below	MA1(SW) Driscoll	693-1354	223-1354
405EF	RAO Supply Assign. Sec.	LCDR S. Danielson	693-0905	223-0905
405EC	MS E8, E9	MSCM(SW) Delara	693-1367	223-1367
405EC1	MS E7	MSC(SW) Dandridge	693-0071	223-0071
405EC2	MS E6	MS1(SW) Strong	693-1366	223-1366
405EC3	MS E5/C School	MS1(SW) Schwerin	693-1369	223-1369
405EC4	MS E1-E4 Shore	MS1(SW) Vanhofwegen	693-1363	223-1363
405EC5	MS E1-E4 Sea/ A School	MS1(SW) Hill	693-1365	223-1365
405ED	SH E6-E9	SHCM(SW) Lara	693-1359	223-1359
405ED1	SH E5/C School	SH1(SW) Flores	693-1360	223-1360
405ED2	SH E1-E4 & A School	SH1(SW) Harry	693-1349	223-1349
405EE	PC/LI	PCC(SW) Collins	693-1364	223-1364
405FC	SK E7-E9	SKCS(SW) Delacruz	697-2398	227-2398
405FC1	SK E1-E5 Shore	SKC(SW/AW) Manipula	697-2484	227-2484
405FC2	SK E6	SKCS(SW) Trynoski	697-2486	227-2486
405FC3	SK E5 Sea	SKC(SW) Alston	697-2479	227-2479
405FC4	SKE1-E4 Sea/A School	SKC(SW) Acosta	693-3140	223-3140
405FD	AK E6-E9	AKCS(AW) Person	697-0502	227-0502
405FD1	AK E5	AKC(AW) Severson	697-0501	227-0501
405FD2	AK E1-E4	AKC(AW) Nwosu	693-1352	223-1352
405FE	DK E6-E9	DKCS(SW) Denina	614-1830	224-1830
405FE1	DK E1-E5	DK1(SW) Parran	697-2439	227-2439

Fax: DSN 224-6433 or Commercial 614-6433

TECHNICAL (PERS-406)

Unless otherwise indicated, all commercial area codes are 703

406	Branch Head	CDR Kuriger	693-3550	223-3550
406C	Rating Assignment Officer	LT Aycock	693-3549	223-3549
406D	Rating Assignment Officer	LT Driscoll	693-3548	223-3548
406E	Rating Assignment Officer	STGCM(SW) Archer	697-7653	227-7653
406CF	FC E7-E9	FCCM(SW) Cherry	697-6567	227-6567
406CF1	FC E1-E6 (LANT)	FCC(SW) Sylves	697-6568	227-6568
406CF2	FC E1-E6 (PAC)	FCC(SW) Ross	693-3540	223-3540

406CF3	FC E1-E4 Schools	FC1(SW) Peresich	693-3551	223-3551
406CG	GM E7-E9	GMCM(SW/AW) Zino	697-6565	227-6565
406CG1	GM(PAC) E1-E6	GMCS(SW) Hughes	697-6566	227-6566
406CG2	GM(LANT) E1-E6	GMC(SW) Froemming	693-3538	223-3538
406CQ	OS E7-E9	OSCM(SW/AW) Regina	697-6756	227-6756
406CQ1	OS E5-E6(PAC)	OSCS(SW) Sullivan	693-3541	223-3541
406CQ2	OS E5-E6(LANT)	OSCS(SW) Otty	697-6757	227-6757
406CQ3	OS Schools	OS1(SW) White	697-6758	227-6758
406CQ4	OS E1-E4 (LANT)	OS1(SW) Norris	697-6755	227-6755
406CQ5	OS E1-E4 (PAC)	OS1(SW/AW) Willoughby	693-4280	223-4280
406DE	ET E7-E9	ETCM(SW) Long	697-4343	227-4343
406DE1	ET E1-E6(LANT)	Vacant	697-4342	227-4342
406DE2	ET E1-E6(LANT)	ETC(SW) Pierce	697-4341	227-4341
406DE3	ET E1-E6(PAC)	ETC(SW) Bush	693-1480	223-1480
406DE4	ET E1-E6(PAC)	ETC(SW) Burroughs	693-1481	223-1481
406DE5	ET training/'A' School	ETC(SW) Birkett	697-8895	227-8895
406DR	RM/DP E7-E9	RMCM(SW/AW) Miller	697-4637	227-4637
406DR2	RM/DP E5-E6(LANT)	RMCS(SW/AW) Brayman	697-3635	227-3635
406DR3	RM/DP E5-E6(PAC)	RMC(SW) Washington	697-4634	227-4634
406DR4	RM/DP E5-E6(LANT)	RMC(SW) Turner	693-3537	223-3537
406DR5	RM/DP E5-E6(PAC)	RMCS(SW) Knox	697-4636	227-4636
406DR6	RM/DP E1-E4(LANT)	RM1(SW) Schwanke	693-3535	223-3535
406DR7	RM/DP E1-E4(PAC)	RM1(SW) Celestin	697-5070	227-5070
406EK	DS	DSCS(SW) Pavelec	697-5066	227-5066
406EM	MN	MNCS Darnold	693-3546	223-3546
406EU	STG E7-E9	STGCM(SW) Archer	697-7653	227-7653
406EU1	STG E1-E6(PAC)	STGCS(SW) Curley	697-7654	227-7654
406EU2	STG Schools	STG1(SW) Calvillo	693-3543	223-3543
406EU3	STG E1-E6(LANT)	OTMCS Watkins	697-7656	227-7656
406EW	TM	TMCS(SW) Neese	693-3545	223-3545

Fax: DSN 223-3544 or Commercial 693-3544

MEDICAL/DENTAL (PERS-407)

Unless otherwise indicated, all commercial area codes are 703

407BH	Branch Head	CDR Carroll	693-1925	223-1925
407RAO	RAO	HMC OSborne	693-1926	223-1926
407CD	DT E5-E9 all NECs, Detailing Manager	DTCM Epperson	614-6412	224-6412
407CD1	DT E4 & below	DT1 Jones	614-6413	224-6413
407CE	HM E6-E8 Sea/Shore	HMCS Manifold	614-6414	224-6414
407CG	HM 08,45,46,54,63,66,67,83,89,8541	HMC Weatrowski	614-6420	224-6420
407CH	HM IDC and Dive NEC	HMCS Prus	614-6416	224-6416
407CJ	HM 02,07,16,32,51,52	HMC Werner	614-6419	224-6419
407CK	HM 'A' Schools	HMCS Chavez	693-0067	223-0067
407CK1	HM 'C' Schools Asst/'A' school Grads	HM1 Steele	614-3919	224-3919
407CK2	HM'C' School Asst	DT2 Anderson	614-4553	224-4553
407CM	HM E1-E4 Sea (8404, 0000)	HM1 Spencer	614-6415	224-6415
407CN	HM E5 Sea/Shore	HMC Davis	614-6421	224-6421
407CP	HM E1-E4 Shore (8404, 0000)	HM1 Fletcher	614-6411	224-6411
407CQ	HM 8401,06,09,72,78,79,82	HMC Raymond	614-2843	224-2843
407CR	HM 34,85,95,96,8501,03,05,06	HMC Calise	614-6417	224-6417

Fax: DSN 224-2050 or Commercial 614-2050

CT/IS/EW (PERS-408)

Unless otherwise indicated, all commercial area codes are 703

408	Branch Head	CDR Bryce	614-2889	224-2889
408C	Rating Assignment Officer	CWO2 Vaughn	614-2889	224-2889
408A	Admin Chief	CTAC Wilson	614-3131	224-3131/2665
408A1	Admin Supervisor	CTA1 Henshaw	614-3131	224-3131
408CD	IS E6 and above	ISCS(SW) McNeil	614-3131	224-3131/2665
408CD1	IS E5 and below	ISC(SW) Finnerty	614-3131	224-3131/2665
408CJ	T Branch E6 and above detailer	CTTC Bryd	614-3131	224-3131/2665
408CJ1	T Branch E5 and below	CTTC Rogers	614-3131	224-3131/2665
408CK	A Branch	CTAC Bolton	614-3131	224-3131/2665
408CF	M Branch E6 and above	CTMCS(SW) Warrick	614-3131	224-3131/2665
408CF1	M Branch E5 and below	CTM1(SW) Clarke	614-3131	224-3131/2665
408CG	O Branch	CTOC(SW) Greenwell	614-3131	224-3131/2665
408CH	R Branch E6 and above detailer	CTRCM(SW) Doran	614-3131	224-3131/2665
408CH1	R Branch E5 and below detailer	CTR1 Logsdon	614-3131	224-3131/2665
408CE	I Branch	CTICS(NAC) Miranda	614-3131	224-3131/2665
408CE1	I Branch E5 and below	CTI1(SG) Murphy	614-3131	224-3131/2665
408CL	EW E7 and above	EWCS(SW) Jenkins	693-3083	223-3083/224-3131
408CL1	EW E6 and below	EWC(SW) Foster	693-3083	223-3083/224-3131
221N	M Branch TECHAD	CTMCM Pardun	695-3391	225-3391
221N	O Branch TECHAD	CTOCS(AW) Jewell	617-5514	227-5514
221N	A Branch TECHAD	CTACM Farrell	695-3379	225-3379
221N	I Branch TECHAD	CTICS Harris	695-3888	225-3888
221N	R Branch TECHAD	CTRCM(SW) Woodcock	695-3205	225-3205
221N	T Branch TECHAD	CTTCM(AW) Hinkle	695-3320	225-3320

Fax: DSN 227-0992 or Commercial 697-0992

SEA SPECIAL PROGRAMS (PERS-409)

Unless otherwise indicated, all commercial area codes are 703

409	Branch Head	CDR Ulander	693-1423	223-1423
409A	Admin Supv	YN3 Balls	695-7252	225-7252
409B	Rating Assignment Officer	LT McCracken	695-5385	225-5385
409CD	Head New Const/LCACs	OSC(SW) Cass	693-1424	223-1424
409CD1	New Const Detailer	RMC(SW) Deason	695-7254	225-7254
409CD4	New Const Detailer	GSEC(SW) Luther	695-7253	225-7253
409CD2	New Const Detailer	AZ1(AW) Martin	614-5609	224-5609
409CD5	New Construction	IC2(SW) Wells	695-7283	225-7283
409CD3	New Const Monitor/Asst.	PN3 Searcy	695-7283	225-7283
409D	LCPO	ENCS(SW) Janiszewski	695-5385	225-5385
409DC	Decom/Homeport Changes	PNC(SW) Villamento	695-7255	225-7255
409DC1	Decom Assignments	OS1(SW) Stankis	695-7251	225-7251
409DC2	Homeport Changes	ET1(AW) Buckley	695-9340	225-9340
409DC3	Shore disestablishment	AK3 Sims	695-7255	225-7255
409DE	Women In Ships	YNC(SW) Souza	614-5615	224-5615
409DE1	Women In Ships Asst	PNSN(SW) Sterling	695-5386	223-5386

Fax: DSN 223-1425 or Commercial 693-1425

SHORE SPECIAL PROGRAMS(PERS-4010)

4010	Branch Head	CDR Giesen	693-1905	223-1905
4010B	Asst Branch Head	LT Corolla	693-1914	223-1914

4010A1	Admin	YN2(AW) Benn	695-7687	225-7687
4010A2	Admin Asst.	YNSN McNeil	695-7688	225-7688
4010C	Career Recruiter Force	NCCS(SW) Fisk	693-0758	223-0758
4010C1	Recruiter E6-E8	BMC(SW) Edwards	693-1910	223-1910
4010C2	Recruiter E5	PN2(AW) Tan	693-1912	223-1912
4010D	Recruit Division Commander/MEPS Women in the Navy/Naval Academy/ OCS/AOCS/Art	MMCS(SW) Slater	693-1908	223-1908
4010D1	EOP/NAVLEAD/ Drug & Alcohol Abuse Counselor	FCC(SW) Wyatt	693-1907	223-1907
4010D2	Brig/CCU/NACU/SERE	GMG1(SW) Cordero	693-1322	223-1322
4010E	Physical Security	PNC(SW) Mendoza	697-4061	227-4061
4010E1	Physical Security	YN2(SW) Felton	693-1904	223-1904
4010F	Major Washington Staff	PNC(AW) McHugh	693-1902	223-1902
4010F1	Headquarters Activities	YN1(SS) Rivera	693-1903	223-1903
4010F2	Flag Quarters/Flag Mess	MSC(SW) Marsh	695-2981	225-2981
4010G	Joint Area Placement Staffs/MAAGS Mission/NATO/PEP	YNC(SW/AW) Williams	693-1899	223-1899
4010K	Enlisted to Officer Order Writer	YN1(SW) Stratser	614-8093	224-8093
4010S	Rating Assignment Officer Schools 010S1,Head, Fleet 'A' School/ Classifier	LT Robertson	693-1326	223-1326
4010S3	'A' School Leading Detailer/IT	PN1 Costello	693-1325	223-1325
4010S4	'A' School	YN3 Stroud	693-1318	223-1318
4010S5	'A' School, AEF/ATF/ NF/ENCORE	PN2 McBride	693-1323	223-1323
4010S8	'A' School	YN3 Ogletree	614-1143	224-1143

Fax: DSN 223-1911 or Commercial 693-1911

MUSICIAN (PERS-64)

Unless otherwise indicated, all commercial area codes are 703

64	Division Director	LCDR Mitchell	693-0535	223-0535
64B	Deputy Division Director	LT Kessler	693-0728	223-0728
64D	Senior Detailer	MUCS McIntyre	693-0513	223-0513

Fax: DSN 223-0599 or Commercial 693-0599

TAR DETAILING DIRECTORY

N4	Director	CDR Beigel	(504) 678-5109	678-5109
N41	Asst. Director/E8-9/CMC	AWCM(AW/NAC) Glennon	(504) 678-6205	678-6205
N410	AE/AD	AEC(AW/NAC) Hatfield	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMEC(AW) Sisneros	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Arndt	(504) 678-5488	678-5488
N413	PN/NC/Special Programs	PNC(SW) Bohrn	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Cottery	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Jordan-Arriaga	(504) 678-1599	678-1599
N416	HM/MS/Security/Precom	HMC(AW/SW) Fisher	(504) 678-1779	678-1779
N417	AW/AC/AZ/AG	AWC(SW) May	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	DCC(SW) McCarthy	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	BMCS(SW) Dockler	(504) 678-6209	678-6209
N42	Admin Support Supervisor	YN1(AW) Bowen	(504) 678-6210	678-6210
N420	School Quotas	YN2 Broussard	(504) 678-1217	678-1217
N421	Correspondence, BUPERS Access, TAD	YNSN Rickerson	(504) 678-1216	678-1216

Fax: DSN 678-6211 or Commercial (504) 678-6211
Toll free 1-800-535-2699

ENLISTED PERSONNEL MANAGEMENT CENTER(EPMAC)

(Seaman, Fireman, and Airman Detailers)

To contact your detailer via Internet e-mail, use the following address: *Epxxx@EPMAC.NOLA.NAVY.MIL* just substitute your detailers EP-Code where the xxx are, for example: *EP71B1@EPMAC.NOLA.NAVY.MIL*

EP00	Commanding Officer	CAPT Huiatt	(504) 678-1470	678-1470
EP01	Executive Officer	CDR France	(504) 678-1470	678-1470
EP70	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
EP70A	Asst. Dept. Director	Vacant	(504) 678-1433	678-1433
EP70C	Budget/Prog. Analyst	Mrs. Herrick	(504) 678-1128	678-1128
EP70S	Admin Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
EP71	Assignment Div. Dir.	PNCM(SW) Jacobs	(504) 678-1704	678-1704
EP71A	Lead Detailer	GMM1(SW) Amazeen	(504) 678-1435	678-1435
EP71B	Special Programs Supv.	PN2 Gray	(504) 678-5128	678-5128
EP71C	Decom/Precom Det			
	NROTC Coordinator	PN3 Currier	(504) 678-1784	678-1784
EP71D	Women-At-Sea Detailer	SN Soza	(504) 678-1570	678-1570
EP71F	FN Detailer	EN2(SW) Albers, II	(504) 678-1707	678-1707
EP71G	AN Detailer	PNSN Haas	(504) 678-1420	678-1420
EP71H	SN Detailer	SN Angelle	(504) 678-1587	678-1587
EP72	Dir. Immediate Avail Div.	PN1 Sellers	(504) 678-1722	678-1722
EP72A	Lead Detailer/Avail Div.	PN1 Hollins	(504) 678-1588	678-1588
EP72B	AN/FN Avail Detailer	PN3 Smith	(504) 678-6204	678-6204
EP72C	SN/SUB PAC Avail Det.	SN Williamson	(504) 678-6772	678-6772
EP72D	SN/SUB LANT Avail Det.	SN Burroughs	(504) 678-5267	678-5267
EP72E	AN/FN LANT Avail Det.	PNSN Loya	(504) 678-1720	678-1720

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PRD windows, new requisition dates, morning and night detailing. Use the chart below to plan order negotiations. Requisitions are posted about every two weeks and list vacancy projections for the current PRD window – usually nine months for most orders. Match your PRD month with the corresponding requisition date. Call on the appropriate AM/PM detailing date – detailers are available from 0600-0800 (EST) for overseas calls only, and until 2200 for all others.

If your PRD is:	New req dates	AM/PM Detailing
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August 1998 <i>November 1998</i>	23 February & 09 March	24 February 10 March
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September 1998 <i>December 1998</i>	23 March & 6 April	24 March 07 April
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October 1998 <i>January 1999</i>	20 April & 4 May	21 April 05 May
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November 1998 <i>February 1999</i>	25 May & 07 June	26 May 08 June
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***Italicized* PRDs reflect nine-month detailing window, normal type indicates six months prior to PRD. You should be committed to orders by the six month mark.**